

Department of the Army
Pamphlet 600-11

Personnel—General

Warrant Officer Professional Development

Headquarters
Department of the Army
Washington, DC
30 December 1996

UNCLASSIFIED

SUMMARY of CHANGE

DA PAM 600-11

Warrant Officer Professional Development

This pamphlet address all matters pertaining to warrant officer professional development and career management. It consolidates recent leader development initiatives and changes brought about by passage of the Warrant Officer Management Act of 1991 and the Warrant Officer Leader Development Action Plan approved in 1992 into a single pamphlet. Specifically, this pamphlet--

- o Includes a chapter on warrant officer leader development (Chapter 2)
- o Explains the Total Warrant Officer System (Chapter 3).
- o Includes a chapter for each branch and career field detailing the career progression and utilization for warrant officers.
- o Details the warrant officer education system and paths to civilian education (Chapter 4).
- o Includes a chapter on the development and career progression of warrant officers in the Reserve Components (Chapter 7).
- o Eliminates the chapter on organization for personnel management and professional development by integrating the information throughout the pamphlet.
- o Eliminates the chapter on professional development programs and policies by integrating the information elsewhere in the pamphlet.

Personnel—General

Warrant Officer Professional Development

By Order of the Secretary of the Army:

DENNIS J. REIMER
General, United States Army
Chief of Staff

Official:



JOEL B. HUDSON
*Administrative Assistant to the
Secretary of the Army*

History. This printing publishes a revision of this publication. This publication has been reorganized to make it compatible with the Army electronic publishing database. The

electronic version restored Table 5-1 which was omitted from the printed copy and referenced in Chapter 5-5 para b.

Summary. This pamphlet provides qualification criteria and outlines warrant officer development and career management programs for each branch and career field.

Applicability. This pamphlet applies to all warrant officers in the Active Army, the Army National Guard, and the U.S. Army Reserve. This pamphlet also applies during mobilization.

Proponent and exception authority. The proponent of this pamphlet is the Deputy Chief of Staff for Personnel. The proponent has the authority to approve exceptions in their pamphlet that are consistent with controlling law and regulation. Proponents may delegate authority, in writing, to a division

chief under their supervision within the proponent agency who holds the grade of colonel or the civilian equivalent.

Suggested Improvements. Users are encouraged to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) to HQDA (TAPC-OPW-D) Alexandria, VA 22332-0400.

Distribution. Distribution of this publication is made in accordance with initial distribution number (IDN) 095499, intended for command levels A, B, C, D, and E for Active Army and levels C, D, and E for Army National Guard and the U.S. Army Reserve.

Contents (Listed by paragraph and page number)

Chapter 1

Introduction, page 1

Purpose • 1-1, *page 1*

References • 1-2, *page 1*

Explanation of abbreviations and terms • 1-3, *page 1*

Leader development overview • 1-4, *page 1*

Warrant officer personnel management overview • 1-5, *page 1*

History of the Warrant Officer Corps • 1-6, *page 1*

Modernization (1975-1994): • 1-7, *page 3*

Chapter 2

Warrant Officer Leader Development, page 3

Leader Development Process • 2-1, *page 3*

Three Pillars of Leader Development • 2-2, *page 3*

Leader Development Study • 2-3, *page 4*

Leader Development Support System (LDSS) • 2-4, *page 4*

Chapter 3

The Total Warrant Officer System, page 4

Mission of TWOS • 3-1, *page 4*

Factors affecting TWOS • 3-2, *page 4*

Concept • 3-3, *page 5*

Career patterns • 3-4, *page 5*

Generic career development model • 3-5, *page 6*

Individual career management • 3-6, *page 6*

Chapter 4

Warrant Officer Education, page 8

Scope • 4-1, *page 8*

Multiple paths to education • 4-2, *page 8*

Functional Specialty Education • 4-3, *page 8*

Guides for functional specialty development courses • 4-4, *page 8*

Nonresident school instruction • 4-5, *page 8*

Education counseling • 4-6, *page 8*

Military schools • 4-7, *page 8*

Service obligation • 4-8, *page 9*

Civilian education • 4-9, *page 9*

Education program • 4-10, *page 9*

Tuition assistance • 4-11, *page 9*

Eligibility criteria and application procedures • 4-12, *page 9*

Chapter 5

Warrant Officer Promotions, page 10

Current active duty promotion system • 5-1, *page 10*

Objectives of the promotion process • 5-2, *page 10*

Statutory requisites • 5-3, *page 10*

The active duty list • 5-4, *page 10*

Single (permanent) promotion process • 5-5, *page 10*

The CW5 grade structure • 5-6, *page 10*

Promotion flow • 5-7, *page 10*

Below the zone (BZ) promotions • 5-8, *page 11*

The promotion process • 5-9, *page 11*

Chapter 6

Warrant Officer Evaluation System, page 12

Overview • 6-1, *page 12*

Evaluation reporting system • 6-2, *page 12*

Chapter 7

Reserve Warrant Officer Development and Career Management, page 12

Introduction • 7-1, *page 12*

*This publication supersedes DA Pam 600-11, 13 April 1988

Contents—Continued

The Warrant Officer Leader Development Action Plan (WOLDAP) and Warrant Officer Education System (WOES), U.S. Army Reserve/Army National Guard. • 7–2, *page 14*
Warrant Officer Leader Development • 7–3, *page 14*
Career management • 7–4, *page 15*
Warrant Officer Education System • 7–5, *page 16*
Warrant Officer Evaluations • 7–6, *page 16*
Warrant Officer Promotions. • 7–7, *page 17*

Chapter 8

Field Artillery Targeting Technician (MOS 131A), *page 17*

Description • 8–1, *page 17*
Field Artillery Military Occupational Specialties (MOS) • 8–2, *page 17*
Active Component (AC) Field Artillery Targeting Technician Professional Development • 8–3, *page 18*
Reserve Component (RC) Field Artillery Targeting Technician Professional Development • 8–4, *page 18*

Chapter 9

Missile/Air Defense Systems Technician (MOS 140), *page 18*

Description • 9–1, *page 18*
Missile/Air Defense Systems Technician Military Occupational Specialties • 9–2, *page 18*
MOS 140A Active Component (AC) Professional Development • 9–3, *page 18*
MOS 140E Active Component (AC) Professional Development • 9–4, *page 19*
MOS 140A Reserve Component (RC) Professional Development • 9–5, *page 19*
MOS 140B Reserve Component (RC) Professional Development • 9–6, *page 19*
MOS 140D Reserve Component (RC) Professional Development • 9–7, *page 19*
MOS 140E Reserve Component (RC) Professional Development • 9–8, *page 19*

Chapter 10

Aviation Warrant Officer (MOS 150, 151, 152, 153, 154, and 155), *page 20*

Description • 10–1, *page 20*
Aviation Warrant Officer Military Occupational Specialties • 10–2, *page 20*
MOS 151A Active Component (AC) Professional Development • 10–3, *page 20*
MOS 152B, C, D, F, and G AC Professional Development • 10–4, *page 20*
MOS 153A, B, and D Active Component (AC) Professional Development • 10–5, *page 21*
MOS 154C Active Component (AC) Professional Development • 10–6, *page 21*
MOS 155A, D, and E Active Component (AC) Professional Development • 10–7, *page 21*
MOS 150A Reserve Component (RC) Professional Development • 10–8, *page 22*
MOS 151A Reserve Component (RC) Professional Development • 10–9, *page 22*
MOS 152B, C, D, F, and G Reserve Component (RC) Professional Development • 10–10, *page 22*
MOS 153A, B, and D Reserve Component (RC) Professional Development • 10–11, *page 22*
MOS 154C Reserve Component (RC) Professional Development • 10–12, *page 23*
MOS 155A, D, and E Reserve Component (RC) Professional Development • 10–13, *page 23*

Chapter 11

Special Forces Warrant Officer (MOS 180A), *page 23*

Description • 11–1, *page 23*
Special Forces Warrant Officer Military Occupational Specialties • 11–2, *page 23*
Active Component (AC) Special Forces Warrant Officer Professional Development • 11–3, *page 24*
Reserve Component (RC) Special Forces Warrant Officer Professional Development • 11–4, *page 24*

Chapter 12

Corps of Engineers Technician (MOS 210A, 215D), *page 24*

Description • 12–1, *page 24*
Engineer Warrant Officer Military Occupational Specialties • 12–2, *page 25*
MOS 210A Active Component (AC) Professional Development • 12–3, *page 25*
MOS 215D Active Component (AC) Professional Development • 12–4, *page 25*
MOS 210A Reserve Component (RC) Professional Development • 12–5, *page 26*
MOS 215D Reserve Component (RC) Professional Development • 12–6, *page 26*

Chapter 13

Signal Corps Technician (MOS 250B, 251A), *page 26*

Description • 13–1, *page 26*
Signal Corps Warrant Officer Military Occupational Specialties • 13–2, *page 26*
MOS 250B Active Component (AC) Professional Development • 13–3, *page 27*
MOS 251A Active Component (AC) Professional Development • 13–4, *page 27*
MOS 250B Reserve Component (RC) Professional Development • 13–5, *page 27*
MOS 251A Reserve Component (RC) Professional Development • 13–6, *page 27*

Chapter 14

Criminal Investigation Command Special Agent (MOS 311A), *page 27*

Description • 14–1, *page 27*
Criminal Investigation Command Special Agent Military Occupational Specialties • 14–2, *page 28*
MOS 311A Active Component (AC) Professional Development • 14–3, *page 28*
MOS 311A Reserve Component (RC) Professional Development • 14–4, *page 28*

Chapter 15

Military Intelligence Technician (MOS 350, 351, 352, 353), *page 28*

Description • 15–1, *page 28*
Military Intelligence Warrant Officer Occupational Specialties • 15–2, *page 29*
MOS 350B Active Component (AC) Professional Development • 15–3, *page 29*
MOS 350D Active Component (AC) Professional Development • 15–4, *page 29*
MOS 350L Active Component (AC) Professional Development • 15–5, *page 29*
MOS 351B Active Component (AC) Professional Development • 15–6, *page 30*
MOS 351C Active Component (AC) Professional Development • 15–7, *page 30*
MOS 351E Active Component (AC) Professional Development • 15–8, *page 30*
MOS 352C Active Component (AC) Professional Development • 15–9, *page 30*

Contents—Continued

- MOS 352D Active Component (AC) Professional Development
 - 15–10, *page 30*
- MOS 352G Active Component (AC) Professional Development
 - 15–11, *page 31*
- MOS 352H Active Component (AC) Professional Development
 - 15–12, *page 31*
- MOS 352J Active Component (AC) Professional Development
 - 15–13, *page 31*
- MOS 352K Active Component (AC) Professional Development
 - 15–14, *page 31*
- MOS 353A Active Component (AC) Professional Development
 - 15–15, *page 31*
- MOS 350B Reserve Component (RC) Professional Development
 - 15–16, *page 32*
- MOS 350D Reserve Component (RC) Professional Development
 - 15–17, *page 32*
- MOS 351B Reserve Component (RC) Professional Development
 - 15–18, *page 32*
- MOS 351E Reserve Component (RC) Professional Development
 - 15–19, *page 32*
- MOS 352C Reserve Component (RC) Professional Development
 - 15–20, *page 32*
- MOS 352G Reserve Component (RC) Professional Development
 - 15–21, *page 32*
- MOS 352J Reserve Component (RC) Professional Development
 - 15–22, *page 33*
- MOS 353A Reserve Component (RC) Professional Development
 - 15–23, *page 33*

Chapter 16

Adjutant General's Corps Technician (MOS 420), *page 33*

Description • 16–1, *page 33*

Adjutant General's Corps Technician Military Occupational Specialties • 16–2, *page 33*

- MOS 420A Active Component (AC) Professional Development
 - 16–3, *page 33*
- MOS 420C Active Component (AC) Professional Development
 - 16–4, *page 34*
- MOS 420A Reserve Component (RC) Professional Development
 - 16–5, *page 34*
- MOS 420C Reserve Component (RC) Professional Development
 - 16–6, *page 34*

Chapter 17

Legal Administrator (MOS 550A), *page 34*

Description • 17–1, *page 34*

Legal Administrator Military Occupational Specialties • 17–2, *page 35*

- MOS 550A Active Component (AC) Professional Development
 - 17–3, *page 35*
- MOS 550A Reserve Component (RC) Professional Development
 - 17–4, *page 35*

Chapter 18

Veterinary Services Technician (MOS 640A), *page 35*

Description • 18–1, *page 35*

Veterinary Corps Military Occupational Specialties • 18–2, *page 35*

- MOS 640A Active Component (AC) Professional Development
 - 18–3, *page 36*
- MOS 640A Reserve Component (RC) Professional Development
 - 18–4, *page 36*

Chapter 19

Health Services Maintenance Technician (MOS 670A), *page 36*

Description • 19–1, *page 36*

Health Services Maintenance Technician Military Occupational Specialties • 19–2, *page 36*

MOS 670A Active Component (AC) Professional Development

- 19–3, *page 36*

MOS 670A Reserve Component (RC) Professional Development

- 19–4, *page 37*

Chapter 20

Marine Operations Technician (MOS 880A, 881A), *page 37*

Description • 20–1, *page 37*

Marine Operations Technician Military Occupational Specialties

- 20–2, *page 37*

MOS 880A Active Component (AC) Professional Development

- 20–3, *page 37*

MOS 881 Active Component (AC) Professional Development

- 20–4, *page 37*

MOS 880A Reserve Component (RC) Professional Development

- 20–5, *page 38*

MOS 881 Reserve Component (RC) Professional Development

- 20–6, *page 38*

Chapter 21

Ordnance Corps Technician (MOS 910, 912, 913, 914, 915, 916, 917, 918, 919), *page 38*

Description • 21–1, *page 38*

Ordnance Warrant Officer Military Occupational Specialties

• 21–2, *page 38*

MOS 910A Active Component (AC) Professional Development

- 21–3, *page 39*

MOS 912A Active Component (AC) Professional Development

- 21–4, *page 39*

MOS 913A Active Component (AC) Professional Development

- 21–5, *page 39*

MOS 914A Active Component (AC) Professional Development

- 21–6, *page 40*

MOS 915A Active Component (AC) Professional Development

- 21–7, *page 40*

MOS 915D Active Component (AC) Professional Development

- 21–8, *page 40*

MOS 915E Active Component (AC) Professional Development

- 21–9, *page 40*

MOS 916A Active Component (AC) Professional Development

- 21–10, *page 40*

MOS 917A Active Component (AC) Professional Development

- 21–11, *page 40*

MOS 918A Active Component (AC) Professional Development

- 21–12, *page 41*

MOS 918B Active Component (AC) Professional Development

- 21–13, *page 41*

MOS 919A Active Component (AC) Professional Development

- 21–14, *page 41*

MOS 910A Reserve Component (RC) Professional Development

- 21–15, *page 41*

MOS 912A Reserve Component (RC) Professional Development

- 21–16, *page 42*

MOS 913A Reserve Component (RC) Professional Development

- 21–17, *page 42*

MOS 914A Reserve Component (RC) Professional Development

- 21–18, *page 42*

MOS 915A Reserve Component (RC) Professional Development

- 21–19, *page 42*

MOS 915D Reserve Component (RC) Professional Development

- 21–20, *page 42*

MOS 915E Reserve Component (RC) Professional Development

- 21–21, *page 43*

MOS 916A Reserve Component (RC) Professional Development

- 21–22, *page 43*

MOS 917A Reserve Component (RC) Professional Development

- 21–23, *page 43*

Contents—Continued

MOS 918A Reserve Component (RC) Professional Development

- 21–24, *page 43*

MOS 918B Reserve Component (RC) Professional Development

- 21–25, *page 44*

MOS 919A Reserve Component (RC) Professional Development

- 21–26, *page 44*

Chapter 22

Quartermaster Warrant Officer (MOS 920, 921, 922), *page 44*

Description • 22–1, *page 44*

Quartermaster Warrant Officer Military Occupational Specialties

- 22–2, *page 44*

MOS 920A Active Component (AC) Professional Development

- 22–3, *page 44*

MOS 920B Active Component (AC) Professional Development

- 22–4, *page 45*

MOS 921A Active Component (AC) Professional Development

- 22–5, *page 45*

MOS 922A Active Component (AC) Professional Development

- 22–6, *page 45*

MOS 920A Reserve Component (RC) Professional Development

- 22–7, *page 45*

MOS 920B Reserve Component (RC) Professional Development

- 22–8, *page 46*

MOS 921A Reserve Component (RC) Professional Development

- 22–9, *page 46*

MOS 922A Reserve Component (RC) Professional Development

- 22–10, *page 46*

Appendix A. References, *page 47*

Glossary

Index

Chapter 1 Introduction

1-1. Purpose

This pamphlet provides guidance to individuals, commanders, proponents and personnel managers for the professional development and career management of United States Army warrant officers.

1-2. References

References are listed in appendix A.

1-3. Explanation of abbreviations and terms

Abbreviations and special terms used in this pamphlet are explained in the glossary.

1-4. Leader development overview

a. The Army makes a total commitment to the development of its future officer, warrant officer, noncommissioned officer (NCO) and civilian leaders by providing them opportunities to develop the skills, knowledge, and behaviors (SKB) required to meet the challenges of an increasingly complex, volatile, and unpredictable world. This commitment is realized through leader development. Through the process, the Army develops in its leaders the abilities they need to be successful leaders, trainers, role models, and standard bearers both today and in the future. Simply put, well-developed leaders are created by the progressive and sequential education, training, and experience they receive throughout their entire careers.

b. Throughout the Army, leader development is executed through the three pillars of leader development: institutional training and education, operational assignments, and self-development. In all three pillars of leader development the purpose and goal remain the same: to develop leaders who are as capable of maintaining a trained and ready war-deterrent force during peacetime as they are to engage and defeat an enemy successfully and effectively during combat operations.

1-5. Warrant officer personnel management overview

a. Personnel management of warrant officers involves a number of dynamic yet divergent systems and events.

b. Recognizing that warrant officers have special roles to fill in the Army, unique and distinct from those of other officers, the Chief of Staff, U.S. Army, chartered a Department of the Army study group to completely review the Army's Warrant Officer Program. The result, in 1985, was the Total Warrant Officer Study (TWOS). TWOS introduced a number of substantial changes including a new definition of warrant officer as 'An officer appointed by the Secretary of the Army based upon a sound level of competence. The warrant officer is the highly specialized expert and trainer who, by gaining progressive levels of expertise and leadership, operates, maintains, administers, and manages the Army's equipment, support activities or technical systems for an entire career.' TWOS also resulted in requirements-based position coding in authorization documents and a training philosophy of 'select, train, and utilize.'

c. Some TWOS recommendations required legislation. In the 1981 Defense Officer Personnel Management Act (DOPMA), officer career management was codified, but DOPMA specifically excluded warrant officers. The Warrant Officer Management Act (WOMA) was introduced in Congress shortly after the publication of TWOS to codify warrant officer management, and was signed into law in December 1991. WOMA is the warrant officer counterpart of DOPMA. It provided for management of warrant officers by years of warrant officer service rather than total service, created the rank of CW5, permitted selective retention and retirement, and eliminated the dual promotion system.

d. In February 1992, the Chief of Staff, U.S. Army approved the Warrant Officer Leader Development Action Plan (WOLDAP). The plan expands upon the foundation of TWOS and WOMA and provides a blueprint for the leader development of warrant officers in the Army of the future. The plan contains specific recommendations on issues dealing with training, assignments, civil education, and other subjects.

e. Thus, today's Army warrant officer is serving during the confluence of several recent events. Building on the long history of warrant officer service to the country, TWOS, WOMA and WOLDAP provide the mechanisms for professional development and appropriate personnel management for warrant officers throughout their careers.

1-6. History of the Warrant Officer Corps

a. *Inception (1916-1940):* The predecessor of the warrant officer was the Army Field Clerk (formerly Headquarters Clerk) and the Field Clerk, Quartermaster Corps (formerly Pay Clerk). Both were authorized by the Act of August, 1916. Although these personnel were initially considered civilians, the Judge Advocate General eventually determined that they held military status. The rank and grade of warrant officer was introduced in the Act of July 1918, which established the Army Mine Planter Service in the Coastal Artillery Corps and directed that warrant officers serve as masters, mates, chief engineers, and assistant engineers of each vessel. Three varying levels of pay were authorized. The use of warrant officers was expanded by the Act of 1920, which authorized appointment of warrant officers in clerical, administrative, and band leading activities. The Act of 1920 authorized 1,120 warrant officers, provided for appointments in the Army-at-large rather than in specific branches and established warrant officer assignments in various headquarters and tactical units. Perhaps the most significant motive for the expansion was: "a desire to reward enlisted men of long service and also to reward former commissioned officers of World War I who lacked either the educational or other eligibility requirements necessary for continuance in the commissioned status." In 1921, warrant officers were excluded from performance of summary court officer, defense counsel, officer of the day, and assistant adjutant because enlisted personnel were prohibited from performing these same duties. During this time, only one pay grade existed except in the Army Mine Planter Service. In 1922, warrant officer strength authorization was reduced from 1120 to 600, exclusive of the number of Army Mine Planter Service warrant officers and Army Bandmasters. Consequently, no warrant officer appointments other than of band leaders and Army mine planter Service personnel were made between 1922 and 1935. Although the authorized strength level remained at 600, laws subsequent to 1922 authorized the appointment of additional classes of personnel with certain qualifications to be carried in excess of authorized strength. In 1936, competitive examinations were held to replenish lists of eligibles for Regular Army appointments because of depletion of the original lists. Appointments against vacancies were made from the 1936 list until the beginning of World War II. In 1939, warrant officers who were qualified as pilots were declared eligible for appointments as air corps lieutenants in the Regular Army. In 1940, commissioned officers of the Finance Department were authorized to entrust monies to warrant officers as disbursing agents. At this time, warrant officer appointments began to occur in significant numbers for the first time since 1922, although total warrant officer strength reflected a decrease until 1942 because of the large numbers of warrant officers who were being transferred to active duty as commissioned officers.

b. *Expansion (1941-1947):*

(1) The Act of 1941 created two grades, chief warrant officer and warrant officer junior grade, and authorized flight pay for warrant officers whose duties involved aerial flight. The Act of August 1941 also provided:

(a) That warrant officers may be assigned duties as prescribed by the Secretary of the Army.

(b) That when their duties included those normally performed by a commissioned officer, warrant officers be vested with the power to perform those duties under regulations to be prescribed by the President.

(c) That warrant officers serving as assistant adjutant have the

power to administer oaths for all purposes of military administration.

(d) As a follow-up to the provisions stated in paragraph 8-2a(2), Executive Order 8938, 10 November 1941, stated that: "Whenever the duties assigned to warrant officers of the Army include the command of stations, units, or detachments, the disbursement and administration of funds, including the certification of vouchers and payrolls, the issuance of travel orders, bills of lading, and transportation requests, the receipt for, accountability for, and administration of property, the certification and verification of official papers, or the performance of similar routine administrative duties, they shall be vested with all the powers usually exercised by commissioned officers in the performance of such duties."

(2) In 1942, a competitive examination was held and temporary appointments were made in approximately 40 occupational areas. For the first time, warrant officers performed functions other than mine planting, band leading, administration, and supply. These functional areas were not incorporated into the Military Occupational Specialty (MOS) structure but were identified by the number and title of the examination. Later that same year, major commanders were given the authority to approve temporary warrant officer appointments. During the remainder of World War II, warrant officers were appointed by quota in a decentralized fashion by major commanders. These decentralized appointments were not competitive in an Army wide sense, although examinations were generally used as a screening device. The selection process usually consisted of a board appearance for those who met statutory requirements and screening criteria. In January 1944, the appointment of women as warrant officers was first authorized and the first four women were appointed in March 1944. At the conclusion of World War II, there were 42 women warrant officers on active duty. Warrant officer appointments virtually ceased after World War II because of military downsizing, dissatisfaction with the decentralized appointment process, and confusion about the purpose of warrant officers. It had become apparent that the decentralization of appointments, based on the premise that each commander best knew his or her own needs, resulted in inconsistent selection practices and served to confuse the warrant officer's role and function. In 1946, the 40 warrant officer functional areas were incorporated into the same MOS structure as that used for commissioned officers. At about the same time, the concept of using the corps as an incentive rather than as a reward was instituted. It was determined that the rank of warrant officer was to be a capstone rank into which enlisted personnel could routinely expect to advance in connection with the Enlisted Career Guidance Program. The use of the warrant officer grade as a reward before World War II and its use as an incentive after World War II both resulted in warrant officers' duties and responsibilities being largely interchangeable with those of junior commissioned officers and senior enlisted personnel.

c. *Consolidation (1948-1956)*: During 1948 and 1949, competitive examinations were held to appoint or select for appointment approximately 6,000 regular Army warrant officers. Appointments were made in 47 MOSs and four special (classified) occupational areas. Selections and appointments numbered approximately 4,500 from the general Army examinations of 1948 and approximately 1,500 from the unit administrator examinations of 1949. Approximately half of these 6,000 appointees and selectees were commissioned officers on extended active duty with Reserve commissions. In late 1948, a considerable number of term of enlistment (TOE) duty positions were established for warrant officers. However, budgetary limitations did not allow the additional appointments necessary to fully implement this broadened concept of warrant officer use. In 1950, approximately 900 warrant officer appointments were made using eligibility lists established by the 1948 and 1949 competitive examinations. In 1951, major commanders were once again allowed to confer temporary warrant officer appointments. As a result, they made approximately 1,400 temporary appointments in 60 MOSs. In March 1952, budgetary limitations forced termination of warrant officer appointments. In August 1953, the Army force reduction

plan following cessation of hostilities in Korea called for the Warrant Officer Corps to be reduced by one-third to meet a FY 1954 budget authorization of approximately 12,400. But because of the inflationary impact of using the rank as an incentive, there was both a surplus of total warrant officers as well as a critical shortage of warrant officer positions and personnel in the missile, electronics, and aviation specialties. A concept consistent with Army requirements was needed if the Warrant Officer Corps was to survive. Between 1953 and early 1957, the Department of the Army conducted an analysis of the Warrant Officer Program to determine the purpose and viability of a Warrant Officer Corps. In 1954, the Warrant Officer Personnel Act eliminated the Mine Planter Service and established the grades of warrant officer one through chief warrant officer four.

d. *Revitalization (1957-1975)*: In 21 January 1957, a completely new warrant officer concept was announced that:

(1) Affirmed the need for the warrant officer and the continuation of the Warrant Officer Corps.

(2) Stipulated that warrant officer status would not be considered as a reward or incentive for enlisted men or former commissioned officers.

(3) Approved the following warrant officer definition; "The warrant officer is a highly skilled technician who is provided to fill those positions above the enlisted level which are too specialized in scope to permit the effective development and continued utilization of broadly-trained, branch-qualified commissioned officers."

e. The present Warrant Officer Program was announced in DA Circular 611-7 on 12 April, 1960. In addition to stating the 1957 definition of the warrant officer, this publication also outlined utilization policies, criteria for selection of warrant officer positions, and instructions for conversion to the current warrant officer MOS system. In 1966, a study group was formed at the Department of the Army to develop a formal Warrant Officer Career Program that would be responsive to future Army requirements while concurrently offering sufficient career opportunities to attract high quality personnel. The study group examined all aspects of the Warrant Officer Corps and made a number of recommendations in areas such as pay, promotion, utilization, and education. To implement these recommendations, various actions were initiated to provide more attractive career opportunities for warrant officers. During the 6 years following its initial development, several significant improvements were made in the Warrant Officer Career Program. In 1967, below-the-zone selection for promotion to grades CW3 and CW4 was implemented. In 1968, the Regular Army Program was reopened to warrant officer applicants after having been closed for 20 years. Additional changes reduced service eligibility criteria and simplified application procedures. Since 1968, the military education available to warrant officers has been remarkably expanded. Before then, there was no formal progressive military schooling program for warrant officers. A tri-level education system was established by the end of 1972 that provided formal training at the basic or entry level for warrant officers in 59 occupational specialties, at the intermediate or mid-career level for 53 specialties, and at the advanced level for 27 specialties. In 1973, the three levels of training were redesignated from basic, intermediate, and advanced to entry, advanced, and senior, respectively. Simultaneously, after successful testing of the concept, the Warrant Officer Senior Course (WOSC) was established to provide all warrant officers with access to the highest level of professional education. In 1973, the Department of the Army implemented a plan to close the gaps in the warrant officer military education system by expanding and modifying the existing advanced courses to accommodate all warrant officer specialties. Civil schooling opportunities were also increased during this period. The educational goal for warrant officers was upgraded from 2-year college equivalency to an associate degree and warrant officers were authorized entry into fully funded civil school programs. To promote achieving this goal, cooperative degree programs began to be established in the colleges and universities near the

installations conducting the warrant officer career courses. In consonance with increased educational opportunities, duty positions requiring warrant officers with master's degrees were validated for the first time by the Army Educational Requirements Board. To forecast and control their assignment and training opportunities, warrant officers were incorporated into the HQDA Projected Requisitioning Authority (PRA), a management tool long used for commissioned officers, but not applied to warrant officers until 1975. By the close of 1975, the Army's capability for professionally developing the Warrant Officer Corps had been significantly expanded and warrant officers were being offered developmental opportunities not available to their predecessors.

1-7. Modernization (1975-1994):

In 1974, Warrant Officer Division was created at MILPERCEN, now PERSCOM, to provide centralized career management for all but Judge Advocate General and Medical Corps Warrant Officers, who continued to be managed independently by their own proponentcies. In 1984, the Chief of Staff chartered a Total Warrant Officer Study (TWOS) and the Vice Chief of Staff directed that all direct appointments cease and that a Warrant Officer Candidate course be established at Fort Sill. Recommendations from the TWOS study were eventually approved by the Army Chief of Staff and resulted in a new definition of the warrant officers as:

"An officer appointed by warrant by the Secretary of the Army based on a sound level of technical and tactical competence. The warrant officer is the highly specialized expert and trainer who, by gaining progressive levels of expertise and leadership, operates, maintains, administers, and manages the Army's equipment, support activities, or technical systems for an entire career."

The culmination of TWOS was the passage of the Warrant Officer Management Act (WOMA) as part of the FY 1992 and 1993 National Defense Authorization Act and approval of the Warrant Officer Leader Development Action Plan (WOLDAP) in 1992. On 5 December 1991, WOMA went into effect. WOMA is a major revision to title 10, USC, and is the current basis for the management of the active duty Warrant Officer Corps. Key provisions of the law include—

- a. A single promotion system for warrant officers.
- b. Tenure requirements based upon years of warrant officer service.
- c. The grade of CW5.
- d. Authorization for the Secretary of the Army to convene boards to recommend retirement-eligible warrant officers for selective mandatory retirement.
- e. Coding of positions in authorization documents by rank grouping.
- f. Automatic Regular Army (RA) integration at the CW3 level. WOLDAP was approved by the Chief of Staff, U.S. Army, on 27 February 1992. WOLDAP is a total Army plan designed to ensure both active and reserve warrant officers are appointed, trained, and utilized to a single standard. Key provisions of WOLDAP include:
 - (1) An accession goal of 8 years or less time in service for warrant officer candidates.
 - (2) Establishment of a comprehensive warrant officer education system.
 - (3) Conditional appointment to WO1 upon successful completion of warrant officer candidate school.
 - (4) Civilian education goals of an associate degree before eligibility for promotion to CW3 and a bachelors degree before eligibility for promotion to CW4.
 - (5) Establishment of the Warrant Officer Career Center (WOCC).
 - (6) Pinpoint assignments for CW5s.

Chapter 2 Warrant Officer Leader Development

2-1. Leader Development Process

The leader development process is a continuous cycle of education, training, experience, assessment, feedback, and reinforcement. This cycle occurs in a logical and progressive sequence. The needs of the Army and the future potential of leaders are always kept sharply in focus and must be balanced at all times. The emphasis is on developing competent and confident leaders who understand and exploit the full potential of current and future Army doctrine. Six principles provide the basic tenets of leader development and career management. These principles serve as a mutual frame of reference for individual warrant officers and commanders.

a. Leader development must be doctrinally based. FM 100-1 provides the springboard for our warfighting doctrine. It spells out the constitutional and legal basis for our being, the national security objectives, the spectrum of warfare, and our beliefs concerning the profession of arms including the Army ethic and values. FM 100-5 is our keystone warfighting doctrine for subordinate and tactical level doctrine, professional education, and individual and unit training. FM 25-100 tells us how we must train, including the senior leader's role. FM 22-100 and FM 22-103 combined complete this doctrinal foundation. They provide the immediate link between leadership and leader development. That is, developing competent, confident leaders who, at the junior level, have experienced leadership and moved on to positions of greater responsibility where they support the creation of the conditions for sustained organizational success.

b. Leader development programs must be responsive to the environment. These are defined as law, policy, resources, force structure, world situation, technology, and professional development.

c. An officer's success should be measured in terms of contribution. A warrant officer's definition of success must include the goal of being an authority on the profession of arms.

d. High-quality soldiers deserve high-quality leaders. This principle is the heart of leader development and breathes life into all aspects of the five fundamental imperatives—training, force mix, doctrine, modern equipment, and leader development.

e. We recognize as a philosophy that leaders can be developed. Although a principle in itself, it is inextricably linked to the philosophy of shared responsibilities between the individual leader, the schoolhouses, the branches, and the commanders in the field.

f. Leader development is cooperative and holistic. Success stems from involving the commanders and the Army in the field, the schoolhouse, and the individual officer. This complete revision of DA Pamphlet 600-11 as an individual professional reference arises from the continuous examination of the WOLDAP and adherence to this sixth principle.

2-2. Three Pillars of Leader Development

a. Institutional training and education. Institutional training and education consists of both resident and nonresident instruction and incorporates all of the schoolhouse training and education that leaders receive. It is here that leaders train to perform critical tasks by learning the SKBs that are essential to high-quality leadership. When these same SKBs are tested, reinforced, and strengthened by follow-on operational assignments and meaningful self-development programs, leaders attain and sustain true competency in the profession of arms. Institutional training provides the solid foundation upon which all future development rests. It also provides the progressive, sequential education and training required to develop technical and tactical competencies as well as common core leadership skills.

b. Operational assignments. Operational assignments constitute the second pillar of leader development. Upon completion of most institutional training, leaders ideally are assigned to operational positions. This operational experience provides them the opportunity to use, hone, and build on what they have learned through the formal education process. Experience gained through on-the-job training in a variety of challenging assignments prepares warrant officers to

lead and train soldiers, both in the field and in garrison. Commanders and leaders play a significant and instrumental role in this area. Commanders and leaders are responsible for an officer's initial assessment, individual leader development programs, establishment of unit and individual performance standards, and providing periodic assessments and feedback to the officer. Operational assignments translate theory into practice by placing leaders in positions to apply the SKBs they acquired during institutional training. During operational assignments, leaders gain the experience and confidence needed for more complex and higher-level assignments.

c. Self-development. Institutional training and education in conjunction with operational assignments will not totally ensure that Army warrant officers attain and sustain the degree of competency needed to perform their warfighting mission. Self-development must round out the other two areas of leader development. Self-development is a planned, competency-based progressive and sequential process individual leaders use to enhance previously acquired skills, knowledge, behaviors, and experience. It serves to maximize readiness and the potential for progressively more complex and higher-level assignments. Self-development consists of individual study, research, professional reading, practice, and self-assessment. This key aspect of individual officer qualification solidifies the Army leader development process.

2-3. Leader Development Study

Leader development is rooted in the Leader Development Study chartered by the Chief of Staff, U.S. Army, in October 1987. The purpose of the study was to: assess all dimensions of leader development, determine the adjustments that were needed to get the Army where it wanted to be, and establish the direction the Army should take for the next 10 to 15 years. In May 1991, a Leader Development Decision Network (LDDN) was activated to integrate the Warrant Officer Corps into the leader development process. The Warrant Officer Leader Development Action Plan (WOLDAP) is the ultimate product emanating from the LDDN. The recommendations in WOLDAP serve as the road map for the future. More importantly, the WOLDAP is a living document that will be reviewed and revised periodically. WOLDAP was approved by the Chief of Staff, U.S. Army, on 27 February 1992. WOLDAP is a total Army plan designed to ensure both active and reserve warrant officers are appointed, trained, and utilized to a single standard. Key provisions of WOLDAP include:

- a. An accession goal of 8 years or less time in service for warrant officer candidates.
- b. Establishment of a comprehensive warrant officer education system.
- c. Conditional appointment to WO1 upon successful completion of warrant officer candidate school.
- d. Civilian education goals of an associate degree before eligibility for promotion to CW3 and a bachelors degree before eligibility for promotion to CW4.
- e. Establishment of the Warrant Officer Career Center (WOCC).
- f. Pinpoint assignments for CW5s.

2-4. Leader Development Support System (LDSS)

a. Leader development is one of the most important ways of maintaining the quality force and is also our greatest legacy because it provides the leaders who will shape the Army of tomorrow. The list of important advancements and accomplishments in all areas of Army leader development is as impressive as it is long.

b. Tremendous progress has been made; however, we can guarantee the future success of leader development only if we adhere uncompromisingly to a commitment to institutionalize our efforts and to sustain them into the future. The LDSS was conceived and formally established in May 1989, to do precisely that. Its mission is to:

- (1) Sustain Army leader development into the future.
- (2) Ensure issues are integrated and resolved at the appropriate levels.

(3) Assess, develop, coordinate, and prepare leader development actions for decision and implementation.

(4) Provide a systematic means to monitor and accommodate the effects of change on leader development.

c. The LDSS consists of three components: senior commanders, the Leader Development Office (LDO), and the Leader Development Decision Network (LDDN). All three components contribute uniquely to the overall effectiveness of Army leader development. The senior commanders function as the senior advisory body for leader development to the Chief of Staff, U.S. Army. During semi-annual conferences, they review leader development initiatives and provide both focus and direction for the leader development process. The LDO is the daily operating agency of the LDSS, and as such, assesses, develops, coordinates, and monitors all leader development issues from concept through completion. The LDDN is an informal action network. Its membership varies depending on the issue being considered. Basically, its members consists of those individuals and organizations with the need, expertise, and resources to participate in issue development, resolution, and execution. Permanent members include the Deputy Chief of Staff for Operations (DCSOPS), the Deputy Chief of Staff for Personnel (DCSPER), the Commanding General, TRADOC, and the Deputy Commandant, Command and General Staff College (CGSC). Potential members of the LDDN for a given issue could include officers from the Warrant Officer Career Center, the Warrant Officer Division of the U.S. Total Army Personnel Command (PERSCOM), major Army commands (MACOMs), etc.

Chapter 3 The Total Warrant Officer System

3-1. Mission of TWOS

The Total Warrant Officer System is implemented by the Warrant Officer Division, Officer Personnel Management Directorate of the U.S. Total Army Personnel Command (PERSCOM) for active duty warrant officers, the National Guard Bureau, Personnel Directorate, Officer Branch, for ARNG warrant officers, and the U.S. Army Reserve Personnel Center (ARPERCEN) for USAR warrant officers. The missions of these three elements are as follows:

- a. Procure and designate warrant officers in the right number and with the right skills to satisfy current and projected Army requirements.
- b. Develop the professional capacities of warrant officers through planned schooling and sequential, progressive assignments.
- c. Assign warrant officers to meet Army requirements.
- d. Separate warrant officers to meet individual and Army needs.

3-2. Factors affecting TWOS

Certain factors are continuously influencing the environment in which TWOS operates. Changes in the environment require the Deputy Chief of Staff for Personnel (DCSPER) to make constant adjustments and alternations of policy. Some factors that influence TWOS policy are:

- a. *Law.* Congress passes legislation that impacts on warrant officer career development in several ways. The direct influence of law was felt most recently by the 1991 passage of the Warrant Officer Management Act. Warrant officer professional development is influenced indirectly by laws limiting the size of the Army and budgetary concerns.
- b. *Policy.* Laws lead to policy change. Policy is the purview of the executive branch, which acts through the Department of Defense (DOD).
- c. *Budget.* Perhaps the most important impact to the career development of warrant officers is embodied in the annual fiscal year defense budget. Funding limitations and allocations imposed by the Congress affect the entire spectrum of warrant officer management. Accessions, strength management, promotion rates, schooling, education programs, and permanent change of station (PCS) timing are some effects caused by budget decisions and subsequent policies.

The defense budget reflects the will of the Congress in meeting the perceived military threat as well as the global and national economic challenges. Budget decisions in the 1990s will have a dramatic impact on the Army and the Warrant Officer Corps during this decade.

d. Proponent vision. Each proponent has designed a career management field based on Army requirements and supervised the development of the officer through the entire life cycle of the career field. Proponents project future requirements for their career fields and sustain or modify elements of force structure and inventory to meet future needs. They describe the three pillars of leader development—institutional training and education, operational assignments, and self-development goals—required by warrant officers in the career field to attain qualification standards in each grade. These patterns of leader development are embodied in leader development templates, diagrams of career development models used by the assignments branches of Warrant Officer Division, PERSCOM, to execute the proponents career program.

e. Warrant officer needs. The Warrant Officer Corps is drawn from the fabric of American society. At any given time the warrant officer inventory reflects the society from which it comes and may span over 4 decades of age groups. Career expectations, job satisfaction, discipline, leader abilities, educational abilities, importance of family, and cultural values have wide ranges among serving warrant officers. The Army and TWOS must respond to individual needs of the warrant officer as well as to the mission and requirements of the force.

f. Technology and specialization. As the Army's technical experts, this is an especially important consideration for warrant officers. Besides the obvious advancements in science and technology in the Army's warfighting equipment, the quantum leap in information and decision making demands of modern doctrine and warfare call for concomitant increases in the abilities of warrant officers to provide accurate and timely technical advice and counsel.

3-3. Concept

TWOS is an evolutionary system that balances the needs of the Army with the aspirations and developmental requirements of the warrant officer inventory. Modified by the external factors of the environment as well as the dynamics of force structure and leader development principles, TWOS will serve the Warrant Officer Corps into the 21st century. Inherently flexible, the system has responded to a variety of proponent, commander, and individual initiatives to meet emerging needs. This flexibility is embedded in the subsystems composing TWOS. The subsystems are interrelated and changes in one will change the other. The subsystems that have application to warrant officers are:

a. Strength management. The numbers of warrant officers, by grade and career management field, are defined by Army requirements, law, budget, and policy. The additive of these factors results in the numbers of warrant officers to access, promote, school, assign, and separate. Because each factor is dynamic, the number, grade, and career management fields within the inventory is also dynamic. During the next several years, the Army requirements or force structure will decrease. The warrant officer inventory will also decrease and be realigned to meet the needs of the resulting force structure.

b. Career development. Each functional proponent has defined the appropriate mix of education, training, and sequential, progressive assignments needed by warrant officers at each grade level. The demands of each career field are reflected in subsequent chapters as leader development templates. The assignment branches of Warrant Officer Division, PERSCOM, develop each warrant officer's career by using these templates while balancing Army requirements and policies for warrant officer management. To ensure the career development of all warrant officers, Warrant Officer Division operates in concert with the individual officer, the proponents, commanders in the field, and senior Army leadership. Career development, and the future potential of each career field, are responsibilities shared by all.

c. Evaluation. The Army structure is pyramidal. The apex contains few senior ranks in relation to the wider base. Advancement to increasingly responsible positions is based on relative measures of performance and potential. The mechanism to judge the value of an individual's performance and potential is the officer evaluation report (OER), which is described in detail in chapter 6. All elements of warrant officer management are affected by the evaluation report. Promotion, school selection, retention, and career development opportunities are based on OERs.

d. Centralized selection. The hub around which all the subsystems revolve is centralized selection. Strength management, career development, and evaluation of individual contributions occur in the series of centralized Department of Army and PERSCOM retention, promotion, and selective early retirement boards, as well as certain specialized boards for functional purposes. These boards employ evaluation reports, leader development templates, and strength requirements to advance individuals to the next stage of development. Warrant officers proceed through the centralized selection subsystem by groupings called cohort year groups. Each board is preceded by a zone announcement that specifies the makeup of the cohort, usually a range of dates of rank (DORs) in the current grade. TWOS parallels a warrant officer's year group and devotes special care to ensure the zone of eligibility contains the names of appropriate warrant officers to be considered by the board. Central selection perpetuates the ideals, cultural values, ethics and professional standards of the Army by advancing and retaining only those individuals best qualified to assume positions of greater responsibility. Centralized selection has evolved over time to account for the impacts of law, policy, budget, officer needs, and proponent vision.

3-4. Career patterns

a. The development of the professional attributes and technical capabilities of Army warrant officers to meet the needs of the Army is accomplished through proponent-designed career development models for each career field. These career development models describe the required schooling, operational assignments, and self-development goals for warrant officers in each grade by career field. Career development models are based on Army requirements, indicating the numbers and types of warrant officers to be accessed, retained, promoted, schooled, and assigned. Proponents monitor the Army documents pertinent to their career fields because any change to the force structure may require a change to the warrant officer inventory.

b. The size of the warrant officer inventory is limited by various factors. As requirements change, strength, and professional development goals of each career field are aligned accordingly. Warrant officers are accessed into a specific career field and can normally expect to spend their entire career in that field. Branch, career field, area, and MOS specialty are explained below.

(1) Branches are the officially designated categories within the Service that separates personnel and functions. Examples of branches are Field Artillery, Infantry, Quartermaster, Aviation, etc. Warrant Officers are appointed in the U.S. Army at large and not within specific branches. Thus warrant officers wear the Warrant Officer Corps insignia and their signature block is USA rather than a branch. Branch proponents play a significant role in the management of warrant officer career fields, development of career development models, and providing proponent-based training for warrant officers.

(2) Career fields for warrant officers are groupings of duty positions made up of mutually supporting skills. Examples are food service, supply, personnel, aviation, etc. For most warrant officers, career field is synonymous with MOS. However, some career fields, notably aviation and automotive maintenance, provide for progressive movement through multiple MOSs.

(3) An MOS is an assigned specialty that most warrant officers hold, with variations, for their entire career. The list of specialties, with general description of duties, by grade, is contained in AR 611-112.

c. Not all assignments within an officer's career will directly relate to the warrant officer's career field or MOS. Some warrant

officer positions are MOS immaterial but career field specific; that is, any qualified warrant officer within a specific branch (aviation, artillery, etc.) may be assigned to the position. Others are designated MOS as well as career field immaterial; that is, any qualified warrant officer, regardless of MOS and career field, may be assigned to the position. Some positions in leader development, professional development, personnel management, training, and training development require the assignment of the best qualified warrant officer, regardless of MOS or career field.

3-5. Generic career development model

In subsequent chapters, career development models are detailed by career fields and MOS. A generic career development model, depicted in figure 3-1, consists of the four primary levels of warrant officer utilization—

a. Entry level: warrant officers are accessed according to the needs of the Army. Once accepted, the applicant must attend Warrant Officer Candidate School (WOCS), conducted by the Warrant Officer Career Center at Fort Rucker, Alabama. This class is a high-stress course to test the mental, emotional, and physical stamina of candidates to determine their acceptability into the Warrant Officer Corps. The focus of the course is common material that provides the skills, knowledge, and behaviors required of all warrant officers, regardless of specialty. Upon course completion, the candidate is eligible for appointment to the grade of WO1 but is not yet MOS-qualified.

b. Advance level (WO1/CW2): after graduating from WOCS, the new WO1 must attend a Warrant Officer Basic Course (WOBC) conducted by his or her proponent school. The WOBC provides functional training in the applicable MOS and reinforces the leadership training provided in WOCS. Upon successful completion of WOBC, the warrant officer is awarded an MOS and given an initial operational assignment. Operational assignments continue for the next several years. Throughout this period, warrant officers should continue their self-development, including the pursuit of civil education goals. The civil education goal at this career point is an Associate Degree or equivalent before eligibility for selection to CW3. At approximately the 6th year of warrant officer service, warrant officers can expect to be mandatorily enrolled in prerequisite studies for the Warrant Officer Advanced Course, an MOS immaterial course administered by the Distributive Education Section of the Warrant Officer Career Center. Completion of this course renders the officer eligible to attend his or her resident WOAC upon selection to the grade of CW3.

*c. Senior level (CW3/CW4)—*upon selection to the grade of CW3, warrant officers will be directed to attend the resident portion of their proponent-controlled WOAC. Upon completion, warrant officers are normally assigned to positions established for the grade of CW3. At this point, warrant officers should actively pursue the next civil education goal, a Baccalaureate Degree or equivalent, before eligibility for selection to CW4. Upon selection for promotion to the grade of CW4, the warrant officer will attend the Warrant Officer Staff Course (WOSC) conducted at the Warrant Officer Career Center. Some proponents may provide follow-on functional training at this point. Upon graduation from WOSC, the warrant officer will serve in positions designated for the grade of CW4.

*d. Master level (CW5)—*upon selection to the grade of CW5, warrant officers are required to attend the Warrant Officer Senior Staff Course (WOSSC) at the Warrant Officer Career Center. Again, proponent schools may provide a follow-on portion of this course. Upon completion of the WOSSC, the warrant officer will serve the remainder of his or her career in positions designated for the grade of CW5.

3-6. Individual career management

The management of warrant officers involves continuous interaction

between the individual, commanders, proponent schools, the Warrant Officer Career Center, and the Warrant Officer Division, PERSCOM.

a. The individual. In many respects, warrant officers are their own career managers. Although Army requirements dictate the final outcome of all career development actions, the officer can participate in such decisions. Participation in the career development process is accomplished by volunteering for training and education programs, completing assignment preference statements, pursuing civil education goals, and planning long-range career goals. The key to being involved in career development is to make informed logical decisions and act on them. Each warrant officer's involvement should ensure that his or her performance data, assignment history, training and education, and administrative data in the official career management files maintained at PERSCOM are accurate. The official military personnel file (OMPF), the officer record brief (ORB), and the career management information file (CMIF) contain the data from which important career development decisions are made for selection, advancement, assignments, and retention. Officers must review, update, and maintain these records throughout their careers. To establish and act on appropriate career goals, they should request periodic advice and counseling from commanders, supervisors, senior warrant officers, and PERSCOM career managers.

b. Commanders. All warrant officers look to their rater, senior rater, and mentors for advice and career counseling. Some counseling is official, such as the preparation and submission of the OER and the Officer Efficiency Report Support Form. Other counseling is less formal and relates to career patterns, advice about assignments, and duty positions. The commander plays a significant role by understanding the Warrant Officer Education System, ensuring that warrant officers attend professional and leader development training courses at the proper times, and including warrant officers in unit Officer Professional Development (OPD) sessions. Commanders must be factually informed before rendering advice. This pamphlet contains much of the information commanders need to provide wise counsel.

c. The Proponents. Proponents design career fields and monitor the career development of warrant officers in their inventories. Logical, realistic career patterns, qualifying objectives, and accurate understanding of attrition and promotion flows are vital ingredients in each career field. Leader development templates and career development models must be constructed that meet overall Army requirements as well as career field objectives. Constant communication with PERSCOM is necessary to communicate the goals and objectives of the career field.

d. The Warrant Officer Career Center (WOCC). The WOCC develops and conducts resident and nonresident common-core training. It oversees the common-core curriculum contained in proponent-based professional development courses as well as ensures the successful integration of institutional training with OFSS. The center coordinates closely with PERSCOM, proponent schools, commanders, and individuals to ensure that all professional development material is collated with career management goals.

e. Warrant Officer Division—PERSCOM. Managers at PERSCOM are charged with meeting current and future Army requirements while simultaneously meeting the career development needs of warrant officers in various career fields. Also, they balance the needs of the Army with the best interests of the individual warrant officer. Assignment managers provide candid advice to officers about their development needs. They operate within current policy, budget, and legal guidelines to make decisions concerning assignments, schooling, manner of performance, and evaluations of competitiveness for selection and retention. All warrant officers should stay in touch with their assignment managers to receive guidance and advice on career development.

Yrs WO Svc	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30									
Grade	W01			CW2			CW3			CW4			CW5																										
Institu- tional Training	W O C S			W M O B C			WOAC (MEL 6) <small>Phase 1 (Correspondence) @ 72 mos WOS Resident portion upon selection to CW3 MANDATORY ATTENDANCE SAME FY SELECTED FOR PROMOTION</small>			WOSC Resident (MEL 4) <small>Upon selection to CW4</small>			WOSC Resident (MEL 1) <small>Upon selection to CW5</small>			Functional Training																							
Operational Assignments	Platoon			Company			Battalion			Battalion			Brigade			Brigade			Division			Division			MACOM/DA Staff														
Self Development	AA Studies			Baccalaureate Studies			Continuing Education/Graduate Studies			Professional & Technical Reading/Study																													
Yrs WO Svc	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30									

Figure 3-1. Warrant Officer Career Development Model

Chapter 4 Warrant Officer Education

4-1. Scope

The Warrant Officer Education System (WOES), consists of all leader development training warrant officers receive in their careers. Common training refers to the training for the skills, knowledge, and behaviors that all warrant officers, regardless of MOS, must possess. Branch or proponent training refers to training each warrant officer receives in his or her MOS specialty. Functional training refers to specialized training aimed at enhancing the knowledge and skills of a warrant officer for a particular assignment or position, such as an aircraft transition, specialized skills training, master fitness training, etc. Warrant officer education occurs in the institutional training and education as well as the self-development pillars of leader development. Institutional training and education generally encompasses all the resident training an officer receives, whether in a military school or a civilian institution. The self-development pillar covers all nonresident schooling, to include military correspondence courses and off-duty civilian education.

4-2. Multiple paths to education

Today, soldiers enter the Warrant Officer Corps with diverse educational backgrounds and civilian and military experience. This diversity is amplified by the great variety of service experiences among warrant officers of different specialties. The Warrant Officer Education System permits officers to build upon achievements and experience and progress to a higher level of learning. Although the Warrant Officer Education System contains a nucleus of instruction through which all warrant officers pass, officers must recognize there are many other opportunities and paths they may follow to broaden and enhance their education.

4-3. Functional Specialty Education

Education requirements are satisfied by both the Army's military schools and civilian institutions. The Warrant Officer Basic Course (WOBC) and Advanced Course include training appropriate to the officer's specialty. The Warrant Officer Staff Course and Senior Staff Course provide opportunities for advanced leader development training. Functional courses conducted by military schools provide opportunity to enhance functional specialty education. Functional courses may consist of resident or nonresident instruction in career field related disciplines, courses of study conducted by a military school, or undergraduate studies, or a graduate degree at civilian colleges and universities.

4-4. Guides for functional specialty development courses

a. The minimum functional specialty training required of all warrant officers is the WOBC. Beyond the WOBC, a variety of courses that serve to enhance an officer's ability to perform effectively the duties required in his or her specialty are available, including courses of study leading to degrees at civilian educational institutions.

b. A wide spectrum of Army courses is available to support officer development. Other services and Federal Government agencies also offer numerous specialized courses that support officer development. Many of these courses are available through correspondence. In addition to this publication, those listed below will assist officers in planning their development:

- (1) AR 351-1 (Individual Military Education and Training)
- (2) DA Pam 351-4 (U.S. Army Formal Schools Catalog)
- (3) DA Pam 351-20 (Army Correspondence Course Program Catalog)

c. Detailed information, including enrollment procedures for correspondence courses, is included in DA Pam 351-20. In many instances, correspondence courses paralleling the numbered resident courses listed in DA Pam 351-4 are available. Correspondence courses represent an important alternative means of career development.

d. Certain applicable DOD courses are listed in DA Pam 351-4. However, more complete listings of such courses appear in DOD 5010.16-C, indexed both by function and by responsible institution. Brochures may be available to describe the resident and correspondence courses offered by particular schools.

e. Occasionally, a course may be listed in more than one catalog and be associated with an Army number as well as the number of another Service. A few of the courses listed in various catalogs have no numbers. When this occurs, officers should contact the responsible school for pertinent descriptive material.

4-5. Nonresident school instruction

All warrant officers are encouraged to further their specialty education through appropriate nonresident courses. Successful completion of a given level of nonresident instruction is considered equivalent to, but does not preclude, attendance at resident instruction. The Warrant Officer Candidate School is available to all components only through resident instruction. Active duty officers must attend the WOBC and the Warrant Officer Advanced Course Phase II in residence. The Warrant Officer Staff and Senior Staff Courses are available to all components only through resident training. For those officers eligible for nonresident professional development courses, an equivalent level of attainment means that an officer who has reached a specific military education level through nonresident instruction receives the same consideration in assignment, promotion, and future schooling as an officer whose military education level was reached through resident instruction.

4-6. Education counseling

The numerous educational opportunities in the Army make it difficult for officers to plan their educational programs without professional educational counseling. For such counseling, officers should contact their assignment officer or appropriate personnel management authority, their local education center, an education counselor at the appropriate Service school, or the Warrant Officer Career Center. Commanders and supervisors also play an important counseling role. In addition, civilian institutions provide counseling services.

4-7. Military schools

a. Before WOBC, warrant officers are appointed based on their qualifications for a particular specialty. Upon appointment, each warrant officer will attend functional specialty training. The WOBC is a functional specialty development course that prepares newly appointed officers for their assignments as WO1 and CW2. The culmination of the course is proponent certification of the officer as technically and tactically competent to serve in a particular specialty. The WOBC is taught at the various proponent schools.

b. Prerequisite studies for the Warrant Officer Advanced Course (nonresident). All warrant officers of all components will be enrolled in this course at about the 6th year of warrant officer service. This course is a prerequisite to the resident WOAC and to any nonresident WOAC offered by a proponent. The course consists of material aimed at enhancing and sharpening communicative and staff skills, which help prepare the officer for the WOAC and subsequent assignments as a CW3. The course is administered by the WOCC and enrollment is mandatory. No application is necessary. Any officer who reaches 6 years of warrant officer service and has not been notified of enrollment in this course should notify his career manager.

c. The Warrant Officer Advanced Course. Upon selection for promotion to CW3, a warrant officer will attend the advanced course at the respective proponent school. The WOAC is a functional specialty development course that focuses on preparing the officer to serve in senior warrant officer positions at the CW3 level.

d. The Warrant Officer Staff Course. Upon selection to CW4, a warrant officer will attend the Warrant Officer Staff Course conducted at the WOCC. This course includes instruction in communication skills, staff skills and relationships, problem solving and

decision making, and prepares the warrant officer for service over the next several years in CW4 positions.

e. The Warrant Officer Senior Staff Course. Upon selection to CW5, a warrant officer will attend the Warrant Officer Senior Staff Course conducted at the WOCC. This course provides the officer with the latest information on doctrine, policy, equipment, and force structure. The instructional portion of the course focuses on the force integration process, "How the Army Runs."

f. Depending on the officer's specialty, there may be varied functional training interspersed throughout the officer's career. These may be offerings by the proponent schools, special courses conducted by the WOCC, training with industry, training at civilian institutions, or training with other DA or DoD schools. To fully take advantage of such opportunities, officers must stay in close contact with their respective proponent schools and with their assignment officer in PERSCOM or ARPERCEN or their State Adjutant General. The functional specialty chapters of this pamphlet describe some of these training opportunities.

g. Some training opportunities depend almost solely on the individual officer's initiative. Such opportunities include airborne, air assault, master fitness, SERE, and other courses. Officers should discuss attendance at such training with their assignment officer and/or with their commanders and the respective school.

4-8. Service obligation

Attendance at military courses of instruction or civilian education programs at Government expense may incur a service obligation. AR 350-100 governs all service obligations to include which courses of instruction result in an active duty service obligation, what the policies and procedures are for computing service obligations, and how service obligations are fulfilled. Policies in AR 350-100 take precedence over other Army publications if there is a conflict.

4-9. Civilian education

a. The objective of the Army civil schooling program is twofold. First, it meets Army requirements for advanced education; second, it may provide selected officers the opportunity to satisfy their own educational aspirations.

b. Officers must consider their civil education background when determining their qualifications for study in a given discipline. Officers pursuing an Associate or Baccalaureate Degree should do so in an academic discipline that supports their military specialty. Officers who desire to pursue their degrees through an Army full-time program should do so in an academic discipline that supports their military specialty. Specialty-related education satisfies specific Army requirements while simultaneously contributing to the professional development of the warrant officer corps.

c. Academic disciplines that support each MOS are determined by the appropriate proponent.

4-10. Education program

Officers may pursue an Associate Degree or Baccalaureate Degree through either fully funded or partially funded programs or through off-duty studies. Officers may pursue graduate degrees through fully funded programs or off-duty studies. Specific school programs are outlined in AR 621-1.

a. *Fully funded program.* Under this program the Army pays all tuition costs and reimburses the officer up to \$600 per fiscal year for textbooks and supplies. Also, the Army provides the officer with full pay and allowances and pays normal PCS costs to relocate the officer and his family to the institution where he or she will study. Limits on PCS funding dictate that the officer must usually attend a university or college that is collocated with the military installation where the officer will be assigned until degree completion. Normally, the period of schooling will not exceed 18 months. A shorter period may be an imposed criterion. Officer may not draw Veterans' benefits concurrent with fully funded education.

(1) Selected officers attend fully funded civil schooling to meet

specific Army requirements established by the Army Education Requirements System (AERS). This system establishes positions requiring a particular educational level or type of degree. Upon completing the studies, the officer is assigned to an AERS designated position. Utilization assignments are normally for 3 years. Officers can also expect future utilization assignments to capitalize on the education gained.

(2) Tuition funds are available for unprogrammed training that is needed for current job performance when the training is less than 20 weeks and is in subjects for which the Army has no in-house training capability.

(3) Training with industry (TWI) provides training in industrial procedures and practices not available through military service schools or civilian education. TWI provides officers with vital knowledge, experience, and perspective in management and operational techniques to fill responsible positions in Army commands and activities that normally interface with civilian industry. It provides the trainee an opportunity to grapple with real problems inherent in the business environment. Currently these programs are concentrated in the areas of transportation, procurement, logistics management, research and development, public affairs, banking, communication-electronics, advertising and marketing, physical security, artificial intelligence, and automated systems. The programs are normally 10 months with a predetermined follow-on assignment that uses the experience gained. AR 621-1 provides further information for potential applicants.

b. *Partially funded programs.* Under these programs the officer must bear the cost of all tuition, fees, and textbooks. Many officers elect to use their in-service benefits provided by the Department of Veteran's Affairs (if applicable) to help defray the costs. The Army provides the officer with full pay and allowances and will move the officer and family to the school location if the schooling is 20 weeks or more. Limits on PCS funding dictate that the officer must usually attend a university or college that is collocated with the military installation that the officer is scheduled to be assigned to upon degree completion. Officers attending schools for less than 20 weeks are required to attend in a permissive TDY status. After officers are notified they are accepted into the program, it is their individual responsibility to select and be accepted by an accredited college or university. The most common form of partially funded education is the Degree Completion Program. This program authorizes up to 18 months full attendance at a college or university to complete Associate or Baccalaureate programs.

c. *Fellowships, scholarships, and grants.* Under the provisions of AR 621-7, eligible officers may apply for permission to accept fellowships, scholarships, or grants offered by corporations, foundations, funds, or educational institutions. Participation in such programs normally will not exceed 2 years.

4-11. Tuition assistance

Eligible officers pursuing off-duty undergraduate or graduate civilian education courses may apply for tuition assistance under the provisions of AR 621-5. If approved, the Army will pay up to 75 percent of all tuition costs. All other amounts, fees for registration and matriculation and costs of books and supplies, are paid by the officer. Participants must agree in writing to remain on active duty for a minimum of 2 years after completing the course or courses in accordance with the provisions of AR 621-5, paragraph 2-9b(1).

4-12. Eligibility criteria and application procedures

a. Because many elements of the various programs differ, officers should consult the governing Army regulations for the specific eligibility criteria and application procedures.

b. Selection for full-time civil schooling is governed by the needs of the service, the officer's demonstrated performance, and his or her academic background. For those desiring to pursue full-time schooling, the discipline should be such that it furthers the professional development requirements of the officer's particular military specialty. Officers selected for fully funded schooling under the AERS program can expect a utilization assignment immediately

upon graduation. Officers who attend fully funded educational programs are normally subject to recoupment if, before completing the required service obligation, the officer separates.

Chapter 5

Warrant Officer Promotions

5-1. Current active duty promotion system

The discussion of warrant officer promotions contained in this chapter is limited to the current active duty promotion system for warrant officers through the grade of CW5. This vital aspect of military personnel management affects each officer. As such, the system must be legally correct and logically sound. Further, it must be administered fairly and equitably. To do otherwise would jeopardize the effectiveness of the Warrant Officer Corps.

5-2. Objectives of the promotion process

Though the specific procedures for the selection of officers for grade advancement have varied over time, the objectives have remained constant. They are summarized below:

- a. Meet Army branch and grade requirements.
- b. Ensure that the best-qualified officers advance to higher grades.
- c. Provide career incentive.
- d. Promote officers based upon potential, not on past performance. Although not an objective, identifying and eliminating ineffective officers results from the promotion process.

5-3. Statutory requisites

The objectives of the promotion system are consistent with statutory requisites, the realities of the Army structure, and authorizations.

a. The legal basis for the active duty warrant officer promotion system is contained in 10, USC. This authorization in law prescribes, but is not limited to, strength authorizations, promotion list components, promotion procedures, and separation procedures resulting from nonselection. The statutory requirements of 10, USC, have been promulgated through regulatory, directive, and policy means in the establishment and administration of the promotion system.

b. The Warrant Officer Management Act (WOMA) was passed into law as part of the FY 1992 and FY 1993 National Defense Authorization Act and went into effect 5 December 1991. WOMA is a major revision to 10, USC, and has become the basis for the management of the active duty Warrant Officer Corps. The current law establishes:

- (1) A single promotion system for warrant officers.
- (2) Tenure requirements based upon years of warrant officer service.
- (3) The grade of CW5.
- (4) Authorization for the Secretary of the Army to convene boards to recommend retirement-eligible warrant officers for selective mandatory retirement.

5-4. The active duty list

a. WOMA revised the laws that provided for establishing separate Regular Army (permanent) and Army of the United States (AUS) (temporary) lists and established a single, consolidated active duty list (ADL). Pre-WOMA relative seniority was determined according to seniority criteria outlined in AR 624-100, chapter 6, and was primarily based on the AUS date of rank a warrant officer held on 4 December 1991. WOMA provided the following:

- (1) Establishment of an initial active duty list that placed all warrant officers of the Army serving under 10, USC, in the same relative seniority that they held on 4 December 1991.
- (2) Adjustment to the active duty list. To maintain the relative seniority among warrant officers of the Army as it existed on the day before the effective date of the law, the Secretary of the Army established or adjusted the ADL date of rank of any warrant officer serving on active duty on 4 December 1991. Any RA or USAR

warrant officer who, on the effective date of WOMA, was serving on active duty was awarded an ADL date of rank equal to the highest grade, temporary (AUS) or permanent (USAR or RA), he or she had achieved.

b. Title 10 requires the Army to maintain a single ADL on which officers are to be carried in order of seniority. Officers are considered for promotion each time a selection board is convened to consider officers in an established date of rank (DOR) zone of consideration for their competitive category. Title 10 addresses rank among warrant officers as follows:

- (1) Establishes relative rank of the various warrant officer grades.
- (2) Provides that rank among officers of the same grade or equivalent grade is initially determined by DOR. An officer with an earlier DOR is senior to an officer with a later one.
- (3) The Secretary of Defense and the Secretary of the Army have prescribed rules for breaking DOR ties and general rules for establishing DORs when breaks in Service, Service credit and placement on the ADL determinations must be made. DOR and rank or precedence criteria have been published in AR 624-100, chapter 6.

5-5. Single (permanent) promotion process

a. WOMA mandates a single promotion process for all warrant officers on active duty and the ADL, regardless of their component. The requirement that warrant officers be recommended by two different selection boards (temporary and permanent) for promotion to the next higher grade has been eliminated. On 5 December 1991, warrant officers serving on active duty assumed as their permanent grade the highest grade, temporary (AUS) or permanent (USAR or RA), they had held. Active duty Reserve officers serving on the ADL are no longer considered by Reserve boards.

b. WOMA "divorced" the individual officer's component from the ADL promotion system. The effect of the law on the ADL (permanent) grade, tenure, and retirement opportunity for active duty warrant officers is shown in table 5-1.

5-6. The CW5 grade structure

The distribution of grade CW5 is established and controlled by WOMA and may be further constrained by the Congress, the Office of the Secretary of the Army, or the Chief of Staff, U.S. Army. Although WOMA is subject to revision and modification, the basic concept remains unchanged. In effect, the number of CW5 positions depends on the total warrant officer authorized strength level. The total number of warrant officer authorizations is based on the size of the Army and is prescribed by the Secretary of the Army.

5-7. Promotion flow

a. Changes in authorizations, losses, and promotions to the next higher grade create fluctuations in the point within a warrant officer's career at which promotions occur. Under ideal circumstances, each qualified warrant officer should advance through the grade structure with some degree of predictability. This relatively standardized promotion flow is not consistently obtainable due to expansion and contraction of the Army, changes in promotion policies, and variations in warrant officer losses each year.

b. WOMA establishes minimum time in grade (TIG) requirements for promotion to the next higher grade as shown below:

- (1) Promotion to CW2, 18 months.
- (2) Promotion to CW3, 3 years.
- (3) Promotion to CW4, 3 years.
- (4) Promotion to CW5, 3 years.

c. The warrant officer promotion flow objective may be expressed in terms of years of warrant officer service at which promotions occur. History shows that rapid promotions, in terms of reduced TIG, have occurred during periods of force expansion. Conversely, promotions always slow when force reductions occur. The current warrant officer promotion flow objectives are shown below:

- (1) Promotion to CW2, 2 years warrant officer service.
- (2) Promotion to CW3, 8 years warrant officer service.
- (3) Promotion to CW4, 14 years warrant officer service.

(4) Promotion to CW5, 20 years warrant officer service.

5-8. Below the zone (BZ) promotions

The BZ promotion system is designed to allow the accelerated promotion of those outstanding warrant officers who have demonstrated performance and indicated potential superior to their peers. The BZ promotions only apply to the grades of CW4 and CW5. WOMA states that no more than 10 percent of warrant officers being considered for promotion may be selected from BZ unless the Secretary of Defense authorizes a higher percentage (up to 15 percent).

5-9. The promotion process

a. Decentralized selections. Promotion to active duty list (ADL) CW2 is approved by the individual's local commander. Normally the battalion commander promotes with the recommendation of the company commander. Although the promotion is thought of as being automatic upon completion of 2 years service as WO1, the promotion is based on an officer's demonstrated performance. Warrant officers who fail promotion to ADL CW2 are released from active duty or discharged.

b. Centralized selections. Warrant officers promoted to CW3, CW4, and CW5 are selected by centralized boards. Selection Boards are asked to recommend fully or best-qualified (as appropriate) officers from an inclusive zone of eligibility. When the number of officers being considered exceeds the promotion quotas, the boards operate under a best-qualified criteria. Promotion Boards make recommendations using the whole-man concept and consider appearance, performance, character, seniority, special skills, and both military and civilian education.

c. Promotion by career field. The warrant officer promotion system reinforces other personnel management programs by acquiring and retaining the right number of officers, with the proper skills, to meet the Army's needs. The objective of promotion by career field is to maintain an orderly flow that replaces losses, meets changing requirements, and recognizes uneven career field attrition rates. The Secretary of the Army has approved a promotion by career field system designed to promote warrant officers to meet the needs of the Army at the ranks of CW3, CW4, and CW5. The system provides selection floors for all career fields and the optional employment of selection ceilings. Selection opportunities may vary

among career fields based upon projected requirements in the higher grades.

d. Instructions to promotion boards. Each board receives a memorandum of instruction (MOI) from the Secretary of the Army providing guidance for the selection process. Copies of these memorandums are released to the Warrant Officer Corps. That portion pertaining to specialization has been expanded significantly to indicate that in today's Army the specialist has a role and responsibility. The instructions highlight the need for different warrant officer professional development patterns to accomplish the Army's mission. Instead of a single traditionally accepted career pattern through various grades, there are multiple paths for advancement as the Army recognizes divergent service needs and individual capabilities. The boards will focus on the proficiency of performance and not be unduly influenced by diversity of assignments or the level that duties are performed. In essence, instead of evaluating the specialized or generalized nature of an officer's assignment, the board evaluates the officer's demonstrated ability and indicated potential. Further, instructions to promotion boards prescribe that promotion potential will be determined, for the most part, based on an officer's record of performance in his or her designated career field and overall performance.

e. Promotion board membership. Personal qualifications, experience, and performance determine promotion board membership. Membership is designed to represent all branches and as many functional areas as possible.

f. Special selection boards. Special selection boards (SSBs) are convened as required to consider officers with DORs above or in the promotion zone who were erroneously omitted from consideration or whose official record contained a material error when seen by the original board. Erroneous entries or omissions on the Officer Record Brief (ORB) generally do not justify reconsideration by an SSB. The officer's responsibility to review his or her ORB at least annually and the provision of AR 624-100 entitling officers in the zone of consideration to submit a letter to the president of the board are considered sufficient opportunity to overcome minor administrative deficiencies.

Table 5-1
Effect of Single System on Active Duty Army Warrant Officers

4 December 1991		5 December 1991		
RA Grade	AUS Grade	USAR Grade	ADL Grade	Retirement Guarantee
N/A	N/A	WO1	WO1	None
N/A	CW2	WO1	CW2	None
N/A	CW2	CW2	CW2	None
CW2	CW2	N/A	CW2	None
N/A	CW2	CW3	CW3	None
CW3	CW2	N/A	CW3	None
N/A	CW3	CW2	CW3	None
CW2	CW3	N/A	CW3	None
N/A	CW3	CW3	CW3	None
CW3	CW3	N/A	CW3	None
N/A	CW3	CW4	CW4	None
CW4	CW3	N/A	CW4	None
N/A	CW4	CW3	CW4	None
CW3	CW4	N/A	CW4	None
N/A	CW4	CW4	CW4	None

Table 5-1
Effect of Single System on Active Duty Army Warrant Officers—Continued

4 December 1991			5 December 1991	
RA Grade	AUS Grade	USAR Grade	ADL Grade	Retirement Guarantee
CW4	CW4	N/A	CW4	None
N/A	N/A	N/A	CW5	30 yrs w.o. Service

Chapter 6

Warrant Officer Evaluation System

6-1. Overview

a. The officer evaluation system is the Army's method of identifying those officers most qualified for advancement and assignment to positions of increased responsibility. The system includes assessments of officer performance and potential in both the organization and academic (military and civilian) duty environments.

b. The assessment of an officer's potential is a subjective judgment of the officer's capability to perform at a specified level of responsibility, authority, or sensitivity. Potential is normally associated with the capability to perform at a higher grade. However, DA also assesses the officer's potential for retention and increased responsibility within a specified grade. The assessment is based upon three major factors: the Army's officer requirements, the individual officer's qualifications, and a summation of the individual officer's performance. The requirements, to a large extent, establish the basis for a comparative assessment among peers for a limited number of selections and assignments.

c. Officer qualifications provide the real link between the needs of the Army and the performance of the individual officer. Focus is on the officer's background in terms of experience and expertise and includes such items as specialty qualification, successful performance in demanding positions, civil and military schooling, and physical profile. Performance is the execution of tasks in support of the organization or Army missions. Although results or accomplishments of a series of tasks is the primary focus, the manner in which tasks are approached and a general adherence to warrant officer corps professional values are also important. The performance assessment by DA differs significantly from that in the organizational duty environment. The organizational duty assessment involves personal knowledge of the situations surrounding a specific performance for a specific period of time. The DA assessment is accomplished by an after-the-fact assessment of a series of reports on performance over a variety of duty positions and covering the officer's entire career.

6-2. Evaluation reporting system

a. The officer evaluation reporting system is a subsystem of the officer evaluation system. It includes the methods and procedures for organizational evaluation and assessment of an officer's performance as well as an estimation of the potential for future service based on that performance.

b. The official documents of these assessments are the Officer Evaluation Report (OER) and the Academic Evaluation Report (AER).

(1) The performance evaluation contained in the OER is for a specific rating period only. It focuses on comparing the officer's performance with the duty position requirements and the standards of the rating officials. Performance includes the methods, means of effort used by an officer in accomplishing tasks assigned by superiors or implied by duty position, results of his or her efforts or degree of task accomplishment, and degree of compliance with the professional norms or values that apply to all officers regardless of duty position, grade, or specialty.

(2) The potential evaluation contained on the OER is a projection of the performance accomplished during the rating period into future circumstances that encompass greater responsibilities. The primary

focus of this assessment is the capability of the officer to meet increasing responsibility in relation to his or her peers.

c. The primary function of the officer evaluation reporting system is to provide information from the organizational chain of command for DA officer personnel decisions. The information contained in the OER is correlated with the Army's needs and individual officer qualifications to provide the basis for officer personnel actions such as promotion, elimination, retention in grade, retention on active duty, reduction in force, command and project manager designation, school selection, assignment, and specialty designation.

d. A secondary function of the OER system is to encourage the professional development of the Warrant Officer Corps. To enhance accomplishing this secondary function, the system emphasizes the responsibility of senior warrant officers to counsel and mentor junior warrant officers. Although this has always been a major aspect of leadership, it must be continually emphasized.

e. The OER system provides a natural impetus to continual two-way communication so the rated officer is made aware of the specific nature of his or her duties and is provided an opportunity to participate in the organizational planning process. The rater uses the communication to give direction to and develop subordinates, to obtain information about the status and progress of the organization, and to systematically plan for accomplishing the mission. The communication between seniors and subordinates also facilitates the dissemination of career development information, advice, and guidance to the rated officer. This process enables the rated officer to take advantage of the superior's experience when making specialty or assignment-related decisions.

f. For further information, see AR 623-1 and 623-105.

Chapter 7

Reserve Warrant Officer Development and Career Management

7-1. Introduction

a. This chapter discusses, in general terms, the unique aspects of leader development and career management of Reserve Component (RC) warrant officers. The term RC appears in this chapter where the information being presented is applicable to both Army National Guard (ARNG) and United States Army Reserve (USAR) Warrant Officers. This chapter covers how the RC warrant officer is affected by the following Army programs: Warrant Officer Personnel Management System, leader development, warrant officer career management, the warrant officer education system, other sources of warrant officer professional education, and promotions.

b. An understanding of the environment and structure of RC in the application of career development and management policies is very important. The RC of the Army consist of the Army National Guard of the United States (ARNGUS) and USAR. These two components operate under separate and distinct systems according to specific laws and regulations. They provide trained units and individuals to expand the Army rapidly in time of war or national emergencies. Although both components have Federal missions, ARNG is unique in that it also has State and territorial missions. Also, the command chains differ significantly between the ARNG and USAR. A brief description of each component follows:

(1) The Army National Guard (ARNG) consists predominantly of combat units that may be called into Federal service by the President of the United States in time of war or national emergency.

When not in a federalized status, the ARNG comes under control of the Governors or Territorial Government heads of the respective States, the District of Columbia, the Territories of Guam, U.S. Virgin Islands, and the Commonwealth of Puerto Rico. The governor or territorial head's executive agency for the ARNG is The Adjutant General (TAG), (Commanding General in the District of Columbia). These officers are elected or appointed general officers and carry out the duties of command and control of the ARNG within their respective States and territories. At the national level, the overall control authority of the ARNG is vested in the National Guard Bureau (NGB). The NGB is the statutory channel of communication, acting as both a staff and operating agency, between the Department of the Army and the States/territories. NGB controls financial, logistics, training programs/requirements, and publishes regulatory guidance pertaining to the ARNG when not in a federalized status.

Note. The word State will be used throughout this chapter to depict the 50 States, Puerto Rico, the U.S. Virgin Islands, Guam, and the District of Columbia.

- (2) The four categories of ARNG soldiers are as follows:
- (a) Drilling unit Reservists.
 - (b) Active Guard and Reserve serving under 10, USC.
 - (c) Active Guard and Reserve (AGR) serving under 32, USC.
 - (d) Inactive NG. When ARNG personnel retire, they are transferred to Retired Reserve (USAR) status. The overall organization of the ARNG is shown in the following diagram—

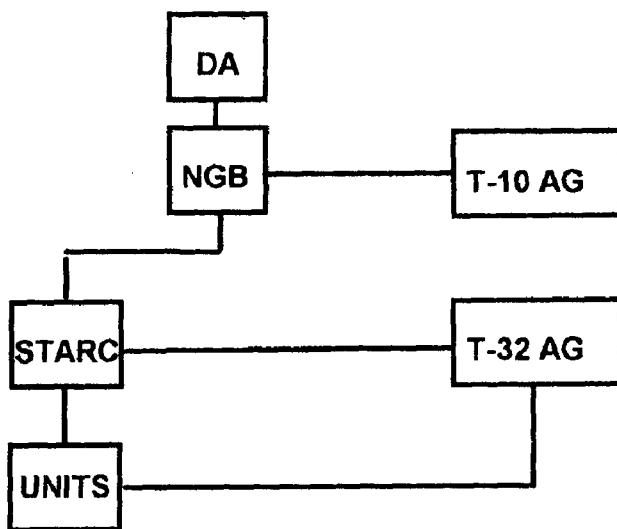


Figure 7-1. Organization of the ARNG

c. A brief description of each category of ARNG personnel follows:

- (1) *Drilling unit reservists.* Trained unit soldiers of the Selected Reserve participating in unit training activities on a part-time basis. These soldiers are required to participate satisfactorily in 48 inactive duty training assemblies and 15 days of annual training each year.
- (2) *Active Guard Reserve soldiers serving under 10, USC.* Trained ARNG soldiers of the Selected Reserve serving on active duty under the provisions of 10, USC, sections 672(d), 265, 678, 3033(h), or 3496.
- (3) *Active Guard Reserve serving under 32, USC.* Trained ARNG soldiers of the Selected Reserve serving on active duty under the provisions of 32, USC, 502f.
- (4) *Inactive Army National Guard (ING).* Trained ARNG soldiers in an inactive status of the Ready Reserve, not in the Selected Reserve, attached to a specific ARNG unit. To remain in the ING, soldiers must muster once a year with their unit, but they do not

participate in training activities. On mobilization, ING soldiers mobilize with their units. ING soldiers may not train for retirement points or pay and are not eligible for promotion.

d. The United States Army Reserve is under the control of the Department of the Army and is staffed at the national level by the Office of the Chief of the Army Reserve (OCAR). The Chief of the Army Reserve (CAR) serves as the Deputy Commander of Forces Command (FORSCOM) for Reserve Affairs and Mobilization and also commands the U.S. Army Reserve Command. As Commander of the U.S. Army Reserve Command, he or she commands all continental United States (CONUS) USAR troop program units (TPU) with the exception of Special Operations TPUs, which are commanded by the U.S. Army Special Operations Command. USAR TPUs outside the continental United States are commanded by the major Army command (MACOM) responsible for the region where the TPU is located. All CONUS TPUs are apportioned to the U.S. Atlantic Command (USACOM) with FORSCOM, the Army element of USACOM, responsible for training and readiness certification before mobilization and deployment. The Commander, U.S. Army Reserve Personnel Center (ARPERCEN) oversees the administration and management of Individual Ready Reservists (IRR) as well as retirees of all components who are subject to recall during mobilization. Because ARPERCEN is a field operating agency (FOA) of OCAR, the ARPERCEN Commander reports to the CAR. During full mobilization, ARPERCEN comes under the operational control of the Total Army Personnel Agency (TAPA), which is a FOA of the Department of the Army Deputy Chief of Staff for Personnel. The USAR mission is to provide trained units and individuals in support of active army war and mobilization plans. The USAR has been designated as a primary source of combat support and combat service support units as well as individuals of all areas of concentration and military occupational specialties for the initial expansion of the Army in emergency situations. Although the USAR shares this mission with the ARNG, it is entirely a Federal force. The CAR is the advisor to the Army Chief of Staff on USAR matters and the Appropriations Director for USAR funds. CAR functions include—

- (1) Developing, training, and maintaining the USAR.
 - (2) Implementing and executing approved Army plans and programs.
 - (3) Advising Army staff agencies on formulating and developing DA policies that affect the USAR.
 - (4) Appropriating funds for USAR programs.
- e. Reserve Component personnel are classified in three categories: the Ready Reserve, Standby Reserve, and the Retired Reserve. This pamphlet focuses on the Ready Reserve, where the overwhelming majority of manpower exists to augment the Active Army in time of contingency operations or mobilization. The USAR Ready Reserve consists of soldiers assigned to the Selected Reserve and the Individual Ready Reserve. A brief description of each category of personnel follows:

- (1) *Selected Reserve—*
 - (a) The TPU personnel are assigned to USAR units in drill status. These soldiers are required to drill 48 Unit Training Assemblies (UTAs), which equates to 24-days-per-year in Inactive Duty Training (IDT) status. UTAs are a minimum of 4 consecutive hours of training. No more than two UTAs may be conducted in 1 calendar day. Also, TPU personnel are required to attend Annual Training for a minimum of 12 days and a maximum of 17 days depending on location of training. Annual training is classified as active duty and is performed within each fiscal year.
 - (b) Individual Mobilization Augmentation (IMA)/Drilling IMA (DIMA) personnel are under the administrative jurisdiction of the Commander, U.S. Army Reserve Personnel Center (ARPERCEN). Soldiers assigned to this control group serve in specific duty positions as Individual Mobilization Augmentees. IMA soldiers are required to perform at least 12 days of training per year. Some positions are designated as Drilling IMA (DIMA) and require soldiers to attend UTAs as scheduled by their IMA agency. A significant number of key positions in DA and other Government agencies must be filled on a timely basis when these agencies undergo rapid

expansion during the early phases of mobilization. Preselected, specially qualified USAR soldiers are trained during peacetime to augment Active Component personnel to accomplish their expanded activities upon mobilization. IMAs are given premobilization orientation and qualification training in the positions for which they have been selected. This is accomplished during 12-day minimum annual training (AT) tours performed with their IMA agency. These tours will be coordinated among the IMA agency, ARPERCEN, and the individual soldier. Details about the IMA/DIMA program are contained in AR 140–145.

(c) The Active Guard and Reserve (AGR) personnel serve in an active status per AR 135–18 and AR 140–30. The majority are attached to MTOE and TDA organizations to perform administrative and training duties on a full-time basis. Some, however, are attached to command, administrative, training, or readiness headquarters.

(2) *Individual Ready Reserve (IRR)*. The following are the different categories of IRR within the USAR:

(a) *Dual Component*. Dual Component personnel are Regular Army enlisted soldiers or warrant officers who hold an Army Reserve commission or warrant officer appointment. Entry into the dual component program was suspended in 1989, but those in the program continue to serve.

(b) *Annual Training (AT)*. Personnel assigned to Control Group-Annual Training consist of nonunit Ready Reserve soldiers who have not completed their statutory obligation. They may be assigned to units by ARPERCEN and must take part in AT when directed.

(c) *Reinforcement*. Personnel assigned to Control Group-Reinforcement consist of all nonobligated Ready Reserve soldiers not assigned to another control group.

f. Standby Reserve control group consists of Active and Inactive Standby Reserve soldiers. Active Standby Reserve soldiers are not assigned to units but may participate in IDT without pay or travel allowances. Soldiers performing this training may earn retirement points, promotion credit, or both. Soldiers assigned to Inactive Standby Reserve status are qualified for assignment and maintained on a standby list, but choose not to participate actively in any form of training.

g. Retired Reserve control group generally consists of soldiers who have retired from Active service or ARNG/Reserve status.

7–2. The Warrant Officer Leader Development Action Plan (WOLDAP) and Warrant Officer Education System (WOES), U.S. Army Reserve/Army National Guard.

a. The section outlines the tenets of leader development and warrant officer career management peculiar to the USAR and ARNG respectively. More specific guidance in these two areas will follow in Sections 7-3 and 7-4. It provides guidance to individuals, commanders, and personnel managers in understanding, developing, and using all RC warrant officers.

b. Administration of WOLDAP/WOES for the USAR/ARNG is accomplished as follows:

(1) USAR Warrant Officer policy is set by the Office of the Chief, U.S. Army Reserve (OCAR) in coordination with the Director of Military Personnel Management (DMPM) at the Office of the Deputy Chief of Staff for Personnel (ODCSPER). It is administered by two separate agencies. The Warrant Officer and Aviation Branches of the U.S. Army Reserve Personnel Center's (ARPERCEN) Officer Personnel Management Directorate (OPMD), manage all non-AGR USAR warrant officers. The Full-Time Support Management Center (FTSMC) manages AGR warrant officers in coordination with OCAR. Specific regulatory guidance is contained in AR 135–100, AR 135–155, AR 140–1, and AR 140–10. AR 135–18 and AR 140–30 provide specific guidance for AGR personnel.

(2) The State Adjutants General manage ARNG warrant officers assigned to units within their respective States. Procedures and requirements to meet the Federal recognition standards for appointment are established in AR 135–100 and NGR 600–101. For the management policies established for ARNG AGR warrant officers, refer to NGR 600–5, The Active Guard/Reserve (AGR) Program Title 32, Full-Time National Guard Duty (FTTD), and NGR 600–10.

c. WOLDAP/WOES objectives are to train and develop warrant officers for progressively more difficult and complex assignments. WOLDAP and WOES for the RC are designed to develop warrant officers in the required numbers, grades, and with the right skills to satisfy the Total Army mobilization requirements while taking maximum advantage of the inherent abilities, aptitudes, and interests of the individual officer. As a consequence, it plays a significant role in assigning officers to positions that fulfill both the needs of the RC and the desires of the individual. In summary, WOLDAP/WOES aims to improve the motivation and professional competence of the RC warrant officer corps.

d. Commanders are encouraged to consider their specific personnel systems when selecting warrant officers for leadership positions. Because of the increased role of the commander, the personnel management officer (PMO) generally performs an administrative role regarding the officer's educational requirements and available unit personnel vacancies relative to his or her professional development goals and aspirations. Telephonic and written communications between the PMO and officer are encouraged. The toll free number for the AGR PMOs is (800) 325–4118 or write to Commander, ARPERCEN, ATTN: ARPC-ARO, 9700 Page Blvd., St. Louis, MO 63132–5200. The toll free number for the TPU, IMA, and IRR PMOs is (800) 325–4361 or write to Commander, ARPERCEN, ATTN: ARPC-OPF-WO, 9700 Page Blvd., St. Louis, MO 63132–5200. Since PMOs for the ARNG are located at the STARC Headquarters, each will have a different telephone number.

7–3. Warrant Officer Leader Development

a. This section defines leader development and its elements, discusses how warrant officer leader development applies in the RC environment, and shows how leader development fits into RC warrant officer career planning.

b. The leader development program in the Reserve Components is designed to develop the professional attributes and capabilities of USAR/ARNG soldiers to meet the mobilization needs of the Total Army. USAR/ARNG warrant officers must be properly trained to perform effectively in the event of mobilization. Progressive and sequential institutional training, operational assignments, and self-development are aimed at meeting this requirement for each officer. The objectives of the officer leader development program are twofold:

(1) To develop USAR/ARNG warrant officers in the numbers and skills to meet the requirements of the Total Army in partial or full mobilization. As requirements change, the numbers and skills of warrant officers developed must also change.

(2) To develop officers with leadership competencies and skills to serve in positions of increasing responsibility in the RC environment.

c. The development of RC warrant officers is a continuous, progressive, and sequential process made up of three pillars—

(1) *Institutional training*. There are a variety of schools, both resident and nonresident, that provide the RC warrant officer with military education possibilities. These education programs, designed to increase and update the professional knowledge of each officer have the secondary goal of satisfying promotion and assignment prerequisites. Warrant officer military education requirements are as specified in NGR 600–101 for ARNG warrant officers and AR 135–155 for USAR warrant officers.

(2) *Operational assignments*

(a) *Skills*. To augment what has been learned in the formal education process, operational experience through duty assignments is essential. To the maximum extent possible, RC warrant officers should receive operational assignments that allow them to apply the technical and leadership skills learned in institutional training. This is especially critical to unit-level warrant officers. Every attempt should be made to assign junior warrant officers to troop units. Careful planning and programming is required by commanders and individual warrant officers to maximize the career potential and efficient use of warrant officers and their skills and aptitudes.

(b) *Assignments and transfers*. The assignment and transfer of RC warrant officers is a function of their respective PMO and local

commanders. The applicable MTOE or TDA prescribes the grade, branch, and MOS requirements for positions to which warrant officers may be assigned. In the RC environment, assignment options are constrained by the force structure, demographic, and geographical limitations.

(c) *Self-development.* Each warrant officer must assume responsibility for his or her career planning beginning at the time of appointment. Warrant officers must be their own career managers and take personal responsibility for developing their career plans. Individual study, reading, research and interpersonal skills development and assessment are a critical part of leader development. Officers should maximize exposure to their Active Component (AC) counterparts. Active Guard and Reserve (AGR), Temporary Tours of Active Duty (TTAD), Active Duty Special Work (ADSW), Key Personnel Upgrade Program (KPUP), and Leader Increased Knowledge and Understanding Program (LINKUP, USAR only) are ways to increase that exposure. Active Duty service of 2 years or more before appointment in the USAR/ARNG or AGR status during the USAR/ARNG career is ideal in the Total Army environment.

d. *Leader development considerations.* Warrant officer assignment or schooling consideration should be based on the following:

(1) Previous assignments, assignment levels, and other applicable experience.

(2) Formal military and civilian schooling completed.

(3) Civilian skills and experience.

(4) The warrant officer's long-term record of taking advantage of available education, assignment, and nontraditional opportunities to maintain current and acquire new skills, knowledge, and aptitudes.

e. *Collective participation in career planning.* Warrant officer personnel management is intended to ensure that there are sufficient numbers of highly qualified RC warrant officers to meet mobilization requirements and to assume positions of increasing responsibility within the RC troop unit and nonunit structure. To accomplish this, the RC must ensure the intellectual and professional growth of all officers in accordance with Army needs; encourage competent warrant officers to commit themselves to full-term RC careers by satisfying career aspirations; vary warrant officer assignment and training to promote the development of a diversified range of managerial, leadership, technical, and administrative skills; and counsel subordinates continuously to provide accurate and timely guidance on the opportunities and challenges of an RC career. Each warrant officer's professional development will proceed through the combined efforts of the individual, his or her immediate supervisor, his or her commander, and his or her PMO. Professional development efforts at all echelons must function within the overall personnel management system to ensure continuous, coordinated actions that contribute to each officer's development, regardless of whether they are assigned to a troop program unit, in the AGR program, the Individual Ready Reserve, or the Inactive Army National Guard.

7-4. Career management

Career management is of critical importance to the modern RC warrant officer. Most RC warrant officers have their civilian goals and projections programmed several years into the future. However, coordinated management of RC warrant officers' military careers is a recent innovation. The modern RC warrant officer is a complex person with numerous skills and disciplines, both civilian and military. The need for a thorough, professionally designed leader development plan is both obvious and imperative. The career RC warrant officer must be well trained to fill his or her mobilization role.

a. *Career management for USAR warrant officers.*

(1) Commanders and PMOs are charged with developing the most professionally competent USAR warrant officers possible by consistently providing meaningful training opportunities for the warrant officers within their areas of management responsibility. The PMO has training programs available that are designed to provide a balance of military experience during each USAR warrant officer's career.

(2) The TPU is one important training vehicle. Warrant officers

gain the operational assignment experience necessary for leader development. In this area, commanders must be closely involved with the developmental process of their subordinate warrant officers by offering progressive and sequential assignments and ensuring that appropriate skills, knowledge, and attitudes are developed.

(3) A balance must be maintained between assignments to TPUs and assignments within the IRR. Diversity of assignment reduces the probability of narrow, limited training and assignment experience. Stagnation in any category of assignment can be counterproductive to the development of the individual officer, as well as improperly using the availability of assignments to enhance the professional capability of the entire warrant officer corps.

(4) In the IRR, the warrant officer is able to 'update' his or her background by training with the AC in progressive career field assignments. This type of assignment is called 'counterpart training.' IMA assignments may also be available.

b. *Career management for ARNG warrant officers.*

(1) ARNG warrant officer career management is assigned to the State Adjutants General.

(2) The NGB communicates Department of the Army policy to the State Adjutants General in all matters concerning warrant officer career management.

(3) Leader development is a primary command responsibility. Commanders at all levels assist in the administration of WOL-DAP-ARNG by coordinating with the PMO to develop and properly guide the career of each officer in their command, recommending assignments according to qualifications, aptitudes, potential, and desires of their officers, serving as mentors, conducting periodic evaluations and counseling, and recommending leader development schools and training.

(4) Organization personnel officers, especially at battalion level, play a vital role in career management for ARNG warrant officers. The personnel officer maintains liaison with the PMO and assists warrant officers in maintaining their records, counsels warrant officers concerning requirements for designation of MOSs and functional areas, maintains the Military Personnel Records Jacket (MPRJ), and makes recommendations to the commander and the PMO for changes to the personnel status of warrant officers.

(5) Ultimately, warrant officers must ensure that they are progressing satisfactorily in their professional development. They establish goals, evaluate progress, and make necessary adjustments to achieve personal goals and professional proficiency.

(6) Official Military Personnel Files (OMPF) for all ARNG warrant officers are maintained at NGB. A field military personnel record jacket for each warrant officer is maintained by the appropriate State Adjutant General office.

(7) Unit location and stationing are established by the Adjutant General of the State.

c. *WOLDAP management considerations.*

(1) USAR decisions on assignments will be made on the basis of the "whole person" concept and unit requirements. Military training priorities must be integrated with the officer's civilian job and personal or community responsibilities.

(a) The PMO will ensure that the background information on each warrant officer is complete. Each record will be reviewed to determine the extent and quality of activity during service. Those IRR officers without recent active participation may be programmed for counterpart training, if available, with an Active Component unit before consideration for assignment to a troop unit.

(b) Warrant officers serving in the IRR will be considered for reassignment to a TPU or an IMA assignment based on the following factors. The PMO must ensure that officers have the prerequisite and, when appropriate, civilian schooling required to prepare them for the reassignment.

(c) Availability and type of TPUs within a reasonable commuting distance (AR 140-1), normally within a 50-mile radius or a 90-minute travel time. Distance is based on travel by car, one way, under normal traffic, weather, and road conditions over the most direct route to the warrant officer's home or current residence.

(2) Prior experience, both AC and RC, and the level of this

experience compared to a typical warrant officer of the same grade, MOS or functional area, and age.

(3) Career field and level of military schooling or potential to acquire the required skills within 3 years of assignment.

(4) Amount of time the warrant officer can make available for military activities and officer's preferences for types of assignments.

d. ARNG. To properly plan for the development and assignment of warrant officers into positions of increasing responsibility, it is necessary to have an overview of the State force structure and an inventory of warrant officer positions. States develop a State Master Development Plan (SMDP) as a tool for this purpose. The SMDP allows for analysis of all branches and MOSs authorized by State force structure documents to determine career progression patterns for warrant officers within the State. The SMDP is used to determine how many warrant officers in each branch, MOS, and functional area the Adjutant General needs to develop. The proper selection, training, and use of warrant officers depends on each State's military occupational specialty requirements. Institutional training must be completed at the appropriate warrant officer career point, the best qualified warrant officers must receive progressive operational assignment in recognition of their demonstrated skills, and all warrant officers must be aware of their responsibility to achieve the highest possible goals of self development.

(1) All warrant officers are assigned according to individual qualifications that are properly documented.

(2) The professional capabilities of all warrant officers are developed through planned and progressively more responsible assignments. This process ensures a sufficient number of qualified warrant officers at all times for assigned missions.

(3) All warrant officers have equal opportunity for promotion selection and for higher assignments on the basis of their demonstrated abilities.

(4) All warrant officers are aware of the guidelines and expectations in their career planning.

7-5. Warrant Officer Education System

a. Overview. This section outlines the methods available to warrant officers in completing military education requirements and civilian education goals as they progress through their military careers.

b. Military education.

(1) The Department of the Army military occupational specialty proponents conduct courses in both AC and RC configured versions combining correspondence and ADT phases for most occupational specialties.

(2) Warrant officer training under WOES has five levels that provide warrant officers with performance-based certification and qualification training. WOES trains and develops warrant officers for progressively more difficult and complex assignments. The new course titles are more closely aligned with comparable commissioned officer courses for consistency and ease of understanding by the Army at large. All warrant officers, supervisors, and commanders must familiarize themselves with the new WOES and understand the effect on warrant officer leader and professional development. The five levels of WOES are:

(a) Warrant Officer Candidate School (WOCS). This course provides candidates with initial warrant officer training. Graduates are appointed to Warrant Officer, W1. Completion of WOBC within 2 years (a 1-year extension may be granted on a case-by-case basis) of warrant officer appointment is required.

(b) Warrant Officer Basic Course (WOBC). This is proponent training that provides MOS specific instruction and certification following WOCS and is characterized by an increased emphasis on leadership. This course is an ARNG requirement for promotion to CW2 and a USAR requirement for promotion to CW2 and CW3.

(c) Warrant Officer Advanced Course (WOAC). This training provides additional training for warrant officers serving at the company and battalion level and is a two-phase course consisting of—

(d) Studies. Prerequisite studies for the Warrant Officer Advanced Course, a nonresident course containing common core subjects that are administered by the Warrant Officer Career Center (WOCC) to Warrant Officers eligible for enrollment in WOAC. No individual application is necessary. Eligibility is determined through data resident on SIDPERS-ARNG, SIDPERS-RC, and TAPDB-R in the DOR and Highest Level Military Education data elements. Those CW2s most senior in date of rank and coded as not enrolled in or not having completed this level course will be automatically enrolled. Warrant officers enrolled in or having completed WOAC/SWOT before 1 October 1993 are not required to complete this course.

(e) The resident phase of the Warrant Officer Advanced Course. The course is administered and conducted by individual proponents and is an ARNG requirement for promotion to the grade of CW3 and CW4. For USAR warrant officers, successful completion is a requirement for promotion to CW4 and CW5.

(3) Warrant Officer Staff Course (WOSC). This common core 5-week resident/RC 2-week (with a possible read ahead module) course prepares warrant officers to serve in staff positions at the brigade and higher levels. (Currently, there is no ARNG requirement for this course as a prerequisite for promotion to CW4. At this time WOSC is also not a prerequisite for the WOSSC).

(4) Warrant Officer Senior Staff Course (WOSSC). This 2-week resident course is conducted at the WOCC, Fort Rucker, AL, and prepares warrant officers selected for promotion to Chief Warrant Officer, W5, to serve at the highest level staff positions. (This course is an RC requirement for promotion to CW5).

(5) Correspondence courses. The Army Institute for Professional Development (AIPD) at Fort Eustis, VA, administers the Army Correspondence Course Program (ACCP). The ACCP provides progressive education opportunities through correspondence for a wide variety of subjects. This type of military education is particularly suited for RC personnel who cannot take advantage of resident courses. Many courses are targeted at specific assignments, DA Pam 351-20 contains enrollment information and addresses and telephone numbers for course coordination.

(6) Language training. Where the MTOE or TDA position requires language proficiency, warrant officers may apply for language training at the Defense Language Institute in Monterey, CA.

c. Civilian education goals. The demand for warrant officers with an education beyond the secondary level within the Reserve Components is necessary to keep pace with the rapidly changing technological environment within the Army. The RC warrant officer corps must keep pace with these changes to meet the challenges of the future. Applicants for initial appointment must meet all MOS specific additional civilian education requirements as specified in the Warrant Officer Procurement Program Department of the Army Circular. Applicants whose native language is other than English must be tested and achieve a minimum raw score of 80 on the English Comprehension Level Test.

(1) The ARNG goal for warrant officers is attaining a specialty related associate degree or 60 college semester hours by the 8th year of warrant officer service.

(2) The USAR goal for warrant officers is the attainment of a specialty related associate degree or 60 college semester hours by the 5th year of warrant officer service.

7-6. Warrant Officer Evaluations

a. The officer evaluation reporting system is vitally important to a warrant officer's career. The system provides—

(1) A continuing appraisal of each warrant officer's performance of duty as a member of the USAR/ARNG.

(2) An assessment of the officer's potential for positions of increased responsibility.

b. Information provided on the Officer Evaluation Report (OER), DA Form 67-8, is correlated with other qualification data to develop a whole person concept for each officer. Thus, realistic sources of vital information are derived for use in assignments, promotions, and training opportunities for additional career development.

c. An important requirement for a warrant officer's evaluation is performance counseling by the rater. Using the OER Support Form, DA Form 67-8-1, the rater and rated officer can agree on goals and performance objective for the rating periods and steps that can be taken by the officer to prepare himself or herself for promotion and positions of higher responsibility. How well the rated officer contributes to the development of his or her subordinates is a leader responsibility and a counseling consideration. The leader's responsibility for developing officers and the officer's personal responsibility for managing his or her career is enhanced by quality counseling and performance appraisal.

d. Academic Evaluation Report: DA Form 1059 (Service School Academic Evaluation Report) documents and portrays the aptitudes, capabilities, accomplishments, and academic progress of RC warrant officers while attending courses of instruction or training at Army Service Schools or other Army sponsored courses of instruction. Warrant officers receive an academic report regardless of course or training duration or their status within the RC system. Because it has been possible for a RC warrant officer in the IRR to receive an academic evaluation report over a series of years, it is of special importance to them that they are versed in the mechanics of the Academic Evaluation Report concept and that they are cognizant of the ramifications and importance of this alternate method of partially evaluating warrant officers. Also, an Academic Evaluation Report is not a substitute for an Officer Efficiency Report (OER). Further guidance can be found in AR 623-1.

7-7. Warrant Officer Promotions.

AR 135-155 requires that each Reserve of the Army warrant officer who is in an active status be mandatorily considered for promotion at such time as he or she has served the required number of years in grade. This promotion consideration accrues to a warrant officer whether he or she is assigned to a TPU or the IRR. Warrant officers in standby inactive status are not considered for promotion. Warrant officers assigned to TPUs have the additional opportunity to be considered for promotion to fill unit vacancies at such time as they have completed the required years in grade, without regard to total years of service. USAR warrant officer promotion time lines are shown in AR 135-155, table 2-1.1. ARNG promotion time lines are outlined in NGR 600-101, chapter 7.

a. *ARNG requirements.* ARNG warrant officers are promoted to fill vacancies. For the specific ARNG requirements for promotion to each grade, see NGR 600-101 and AR 135-155.

b. *Selection process.* Meeting minimum requirements for promotion does not ensure selection. One of the primary items used by selection or promotion boards is the OER. This tool permits the board to evaluate performance of current duties and potential for service in the higher grade.

c. *Promotion selection boards.*

(1) Warrant officers of the ARNG are appointed and promoted by the States under USC, section 8. In order for a ARNG warrant officer to be concurrently promoted and receive Reserve Warrant Officer of the Army designation, the State promotion action must be federally recognized. The promotion action requires the conduct and examination by a Federal Recognition Board (FRB). Federal Recognition Boards are appointed by the numbered Army Area (CON-USA) commanders. Appointments to the Federal Recognition Board are made by authority of the Secretary of the Army. Federal Recognition Boards consist of a total of three commissioned officers of the Active Army and the ARNG. The senior member of the board will serve as president of the board. A minimum of one member (preferably two) should be in the same branch for which the recommended promotee is to be examined. When feasible, a commissioned aviator will be included as a member of the board when considering promotion of aviation warrant officers. Applicants for ARNG promotion are examined per NGR 600-101.

(2) USAR unit vacancy boards normally convene during the months of April, August, and December on a date announced by HQDA. Selection boards convene each year as announced by HQDA. The CW3 and CW4 selection board selects officers for

promotion without regard to vacancies in the next higher grade using a fully qualified methodology. The CW5 selection board selects officers for promotion using a "best qualified" methodology and considers both MOS and promotion ceilings when determining who will be promoted to fill the projected vacancies in authorized CW5 positions. USAR selection boards will be composed of at least five members: a Brigadier General as board president, two Colonels and two CW5s. At least one-half of all selection board members will be Reserve Component officers not on active duty. Each selection board will consist of at least one minority member as a voting member. Normally, at least one female officer will be appointed as a voting member whenever there are females being considered.

Chapter 8 Field Artillery Targeting Technician (MOS 131A)

8-1. Description

a. Field artillery is a combat arms branch that delivers lethal and massive indirect fires to destroy, neutralize, and suppress the enemy. Field artillery units acquire targets during combined arms operations and engage enemy forces with cannon, rocket, and missile fires. Field artillery units maintain a state of readiness in preparation for deployment and combat worldwide.

b. Field Artillery Targeting Technicians employ target acquisition radar systems and perform targeting functions from battalion through corps. They are subject matter experts in radar operations and the targeting process and are crucial to the successful integration of the targeting process into both the commander's estimate and the effective execution of fire support.

8-2. Field Artillery Military Occupational Specialties (MOS)

The only warrant officer military occupational specialty in the field artillery is the Field Artillery Targeting Technician (MOS 131A). Field Artillery Targeting Technicians—

a. Plan, organize, supervise, monitor, and evaluate the operations and maintenance of field artillery radar systems.

b. Advise the commander on technical and tactical employment of field artillery radar systems.

c. Instruct personnel on radar operations, tactical employment, and repair procedures.

d. Perform radar emplacement reconnaissance and site selection.

e. Perform target value analysis.

f. Recommend target purging criteria and target selection standards to the commander.

g. Coordinate target acquisition assets.

h. Monitor the processing of target requests and review target damage assessment.

i. Monitor the development of the enemy artillery order of battle and the processing of target information and intelligence generated by the OB section.

j. Select and provide target information to fire support elements.

k. Coordinate between the Corps Tactical Operations Center support Element and the Tactical Control and Analysis Element to ensure potential targets are identified and passed expeditiously to fire support cells.

l. Perform a comparative analysis of targeting information and intelligence data obtained through the intelligence preparation of the battlefield (IPB) process.

m. Perform duties as a field artillery intelligence officer (FAIO) in the division tactical operations center support element to select and expedite critical target information to the fire support systems.

n. Supervise the targeting element of the division artillery tactical operations center in the absence of the commander.

o. Counsel, supervise, and evaluate the job performance of junior warrant officers in MOS 131A and other assigned personnel.

p. Write, prepare, review, and present instruction on targeting and field artillery radar systems when serving as an instructor and writer at the U.S. Army Field Artillery School.

q. Design instructional material, monitor instruction, manage training resources, and perform research on technical and tactical issues pertaining to targeting and field artillery radar systems when serving as a training developer.

8-3. Active Component (AC) Field Artillery Targeting Technician Professional Development

- a. WO1 and CW2 Field Artillery Technicians—
- (1) Must successfully complete the Target Acquisition Warrant Officer Basic Course.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should complete prerequisite studies for the Warrant Officer Advanced Course.
 - (4) Should serve approximately 2 years as a radar section officer in charge (OIC).
 - (5) Should serve approximately 2 years as a targeting officer at battalion level supporting a maneuver brigade.
- b. CW3 Field Artillery Technicians—
- (1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should serve as a FAIO or targeting officer at the division or corps level.
 - (4) Should serve as a counterfire officer at the division artillery level or in a field artillery brigade.
- c. CW4 Field Artillery Technicians—
- (1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.
 - (2) Should serve as a FAIO or targeting officer at the division or corps level.
 - (3) Should serve as a counterfire officer at the division artillery level or in a field artillery brigade.
- d. CW5 Field Artillery Technicians—
- (1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.
 - (2) Should serve as the senior targeting expert at the corps artillery level and in the most senior supervisory, advisory, and staff positions.

8-4. Reserve Component (RC) Field Artillery Targeting Technician Professional Development

- a. WO1 and CW2 Field Artillery Technicians—
- (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should serve as a targeting officer or radar section OIC at the battalion level.
- b. CW3 Field Artillery Technicians—
- (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should serve as a FAIO or targeting officer at the division or corps level.
 - (4) Should serve as a counterfire officer at the division artillery level or in a field artillery brigade.
- c. CW4 Field Artillery Technicians—
- (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should serve as a FAIO or targeting officer at the division or corps level.
 - (3) Should serve as a counterfire officer at the division artillery level or in a field artillery brigade.
- d. CW5 Field Artillery Technicians—
- (1) Must complete the military education requirements outlined in chapter 7.

(2) Should serve as the senior targeting expert at the corps artillery level and in the most senior supervisory, advisory, and staff positions.

Chapter 9 Missile/Air Defense Systems Technician (MOS 140)

9-1. Description

a. Air Defense Artillery is a combat arms branch that provides air and missile defense for theater Commanders in Chief (CINCs) and coverage for the combined arms commander throughout the continuum of combat operations. Air Defense Artillery ensures our force decisive victory with minimum casualties by offering freedom of maneuver and force protection. It also protects command and control centers that manage the battle, enables our forces to sustain the war by protecting logistic centers, and protects other vital theater geopolitical and military assets by destroying enemy aircraft, remotely piloted vehicles, and cruise and tactical ballistic missiles. Air Defense Artillery units maintain a high state of readiness for immediate worldwide deployment. ADA systems include—HAWK, Patriot, Command and Control Systems (AN/TSQ-73), Chaparral, Vulcan, Bradley Stinger Fighting Vehicle (BSFV), AVENGER, Light and Special Division Interim Sensor, and Ground Base Sensor. Also, they provide an experienced data base to support development of follow-on improvements and systems, for example, Theater Missile Defense, National Missile Defense, and Corps SAM.

b. Air Defense Artillery Warrant Officers supervise the maintenance and employment of ADA systems, oversee class IX PLL and supply actions, and provide subject matter expertise at all levels of command.

9-2. Missile/Air Defense Systems Technician Military Occupational Specialties

- a. Command and Control Technicians (MOS 140A)—
- (1) Supervise and coordinate unit maintenance, training and operation of the AN/TSQ-73 and its ancillary equipment.
 - (2) Supervise The Army Maintenance Management System (TAMMS) and unit Prescribed Load List (PLL) for the AN/TSQ-73.
 - (3) Advise the commander and his or her staff on system capabilities and limitations.
- b. Forward Area Air Defense System Technicians (140B)—
- (1) Supervise and coordinate unit maintenance, training and operation of the Chaparral/Vulcan/BSFV weapon systems, and ancillary equipment.
 - (2) Supervise TAMMS and unit PLL for the above weapons systems.
 - (3) Advise the commander and his or her staff on system capabilities and limitations.
- c. HAWK System Technicians (140D)—
- (1) Supervise and coordinate unit maintenance and training on the HAWK missile system, and ancillary equipment.
 - (2) Supervise TAMMS and unit PLL for the HAWK system.
 - (3) Advise the commander and his or her staff on system capabilities and limitations.
- d. Patriot System Technicians (140E)—
- (1) Supervise and coordinate unit maintenance and training on the Patriot missile system and ancillary equipment.
 - (2) Supervise TAMMS and unit PLL for the Patriot system.
 - (3) Advise the commander and his or her staff on system capabilities and limitations.

9-3. MOS 140A Active Component (AC) Professional Development

- a. WO1 and CW2 Command and Control Systems Technicians—
- (1) Must successfully complete the Air Defense Command and Control Warrant Officer Basic Course.
 - (2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 Command and Control Systems Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the brigade level.

c. CW4 Command and Control Systems Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in supervisory, advisory, and staff positions at the AADCOM level.

d. CW5 Command and Control Systems Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

9-4. MOS 140E Active Component (AC) Professional Development

a. WO1 and CW2 Patriot Systems Technicians—

(1) Must successfully complete the Patriot Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 Patriot Systems Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the battalion level.

c. CW4 Patriot Systems Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in supervisory, advisory, and staff positions at the brigade level.

d. CW5 Command and Control Systems Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

9-5. MOS 140A Reserve Component (RC) Professional Development

a. WO1 and CW2 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the brigade level.

c. CW4 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in senior supervisory, advisory, and staff positions at the brigade level.

d. CW5 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

9-6. MOS 140B Reserve Component (RC) Professional Development

a. WO1 and CW2 Forward Area Air Defense Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 Forward Area Air Defense Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the battalion level.

c. CW4 Forward Area Air Defense Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in supervisory, advisory, and staff positions at the brigade level.

d. CW5 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

9-7. MOS 140D Reserve Component (RC) Professional Development

a. WO1 and CW2 HAWK Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 HAWK Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the battalion level.

c. CW4 HAWK Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in supervisory, advisory, and staff positions at the brigade level.

d. CW5 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

9-8. MOS 140E Reserve Component (RC) Professional Development

a. WO1 and CW2 Patriot Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the unit maintenance officer in an Air Defense Artillery Battalion.

b. CW3 Patriot Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in supervisory, advisory, and staff positions at the battalion level.

c. CW4 Patriot Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in supervisory, advisory, and staff positions at the brigade level.

d. CW5 Command and Control Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 10

Aviation Warrant Officer (MOS 150, 151, 152, 153, 154, and 155)

10-1. Description

a. Warrant officer aviators are combined arms warfighters who directly employ and command weapon systems against enemy forces. Comprising approximately half of all warrant officers, aviation warrant officers (AWOs) are stationed worldwide and provide long-term continuity to the Aviation Branch in training, maintenance, standardization, safety, tactical operations, and technical and tactical employment expertise. Leadership, especially in combat, has been an integral part of the warrant officer aviator role since World War II. In all AWO position descriptions and duty titles, “technician” has been replaced with “officer.” This title acknowledges the leadership role embodied in the Army Chief of Staff-approved definition of warrant officers.

b. The Aviation Branch has two MOSs that do not require the officer to be a rated aviator. These MOSs are Air Traffic Control Officer, MOS 150A (RC only), and Aviation Maintenance Officer, MOS 151A.

c. Female aviators accessed into the Aviation Branch before 28 April 1993, cannot be involuntarily transitioned into a scout or attack aircraft. Female aviators accessed after this date may be involuntarily selected for transition into a scout or attack aircraft.

10-2. Aviation Warrant Officer Military Occupational Specialties

a. Air Traffic Control Officers (150A) supervise Air Traffic Control (ATC) operations and perform airspace management and coordination functions.

b. Aviation Maintenance Officers (151A) manage personnel, equipment, and facilities during the test, modification, repair, inspection, and maintenance of Army aircraft and related systems.

c. Scout/Attack Helicopter Aviators (152B: OH-58A/C Scout Pilot, 152C: OH-6 Scout Pilot, 152D: OH-58D Scout Pilot, 152F: AH-64 Pilot, or 152G: AH-1 Pilot) plan, coordinate, brief, command, control, and execute attack, cavalry, and assault helicopter missions.

d. Assault/Utility Helicopter Aviators (153A: Rotary wing Aviator, 153B: UH-1 Pilot, or 153D: UH-60 Pilot) plan, coordinate, brief, command, control, and execute assault, combat support, and combat service support helicopter missions.

e. Cargo/Medium Lift Helicopter Aviators (154C: CH-47D Pilot) plan, coordinate, brief, command, control, and execute assault, combat support, and combat service support helicopter missions.

f. Fixed Wing Aviators (155A: Fixed Wing Aviator, 155D: U-21

Pilot, or 155E: C-12 Pilot) plan, coordinate, brief, command, control, and execute tactical surveillance, combat service support, and administrative transport missions.

10-3. MOS 151A Active Component (AC) Professional Development

a. WO1 and CW2 Aviation Maintenance Officers—

(1) Must successfully complete the Aviation Maintenance Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned to an aviation unit maintenance (AVUM) company or troop or aviation intermediate maintenance (AVIM) battalion.

b. CW3 Aviation Maintenance Officers—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory position in an AVIM battalion.

c. CW4 Aviation Maintenance Officers—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to an AVUM or AVIM company as a platoon leader.

d. CW5 Aviation Maintenance Officers—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

10-4. MOS 152B, C, D, F, and G AC Professional Development

a. WO1 and CW2 Scout/Attack Helicopter Aviators—

(1) Must successfully complete the Aviation Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as a pilot, pilot-in-command (PC), unit trainer (UT), instructor pilot (IP), aviation life support equipment (ALSE) officer, aircraft survivability equipment/electronic warfare (ASE/EW) officer, flight leader, air mission commander, or aircraft armament officer in an attack helicopter company (MOS 152G, 152F and 152D), cavalry troop (MOS 152B, 152D, 152F, and 152G), command aviation company (MOS 152B), or target acquisition and reconnaissance platoon (MOS 152B).

b. CW3 Scout/Attack Helicopter Aviators—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3 in the same FY.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Non-Special Operations Aviation (SOA) aviators should serve as a PC, IP, instrument flight examiner (IE), maintenance test pilot (MP), aviation safety officer (ASO), section leader, flight leader, air mission commander, or assistant operations officer in an attack helicopter company (MOS 152G, 152F and 152D), cavalry troop (MOS 152B, 152G, 152F, and 152D), command aviation company (MOS 152B), AVUM company, or target acquisition and reconnaissance platoon (MOS 152B).

(4) SOA aviators should serve as pilot, PC, UT, IP, SIP, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, aircraft armament officer, or air mission commander in an SOA light assault or light attack helicopter company.

c. CW4 Scout/Attack Helicopter Aviators—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4 the same FY.

(2) Non-SOA aviators should serve as PC, standardization instructor pilot (SP), IE, maintenance test flight evaluator (ME), ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in an attack helicopter company/cavalry troop or attack helicopter battalion/cavalry squadron. Aviators qualified as MP or ME may also be assigned to an AVIM battalion as a platoon leader.

(3) SOA aviators should serve as PC, SP, IP, IE, MP, ASO, section leader, flight leader, air mission commander, or assistant operations officer in an SOA light assault platoon or company.

d. CW5 Scout/Attack Helicopter Aviators—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5 the same FY.

(2) Non-SOA aviators should serve as the group, regiment, or brigade standardization officer, ASO, tactical operations officer, or aviation maintenance officer (AMO).

(3) SOA aviators should serve as the battalion standardization officer, ASO, tactical operations officer, or AMO.

10-5. MOS 153A, B, and D Active Component (AC) Professional Development

a. WO1 and CW2 Assault/Utility Helicopter Aviators—

(1) Must successfully complete the Aviation Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, or air mission commander in an assault helicopter section, platoon or company (MOS 153D), command aviation platoon or company (MOS 153D and 153B), aeromedical evacuation section, platoon or company (153B or 153D), or EH-60 Quickfix section.

b. CW3 Assault/Utility Helicopter Aviators—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Non-SOA aviators should serve as PC, IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, or assistant operations officer in an assault helicopter company (MOS 153D), command aviation company (MOS 153B or 153D), AVUM company, EH-60 Quickfix section, or aeromedical evacuation section, platoon, or company.

(4) SOA aviators should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, aircraft armament officer, or air mission commander in a SOA assault helicopter company.

c. CW4 Assault/Utility Helicopter Aviators—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) A non-SOA aviator should serve as PC, SP, IE, ME, ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in an assault helicopter/command aviation company, aeromedical evacuation company, or assault helicopter/command aviation battalion. An aviator qualified as an MP or ME may also be assigned to an AVIM battalion as a platoon leader.

(3) An SOA aviator should serve as PC, IP, SP, IE, MP, ASO, section leader, flight leader, air mission commander, or assistant operations officer in an SOA assault helicopter company.

d. CW5 Assault/Utility Helicopter Aviators—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) A non-SOA aviator should serve as the group, regiment, or brigade standardization officer, ASO, tactical operations officer, or AMO.

(3) A SOA aviator should serve as the battalion standardization officer, ASO, tactical operations officer, or AMO.

10-6. MOS 154C Active Component (AC) Professional Development

a. WO1 and CW2 Cargo/Medium Lift Helicopter Aviators—

(1) Must successfully complete the Aviation Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, or air mission commander in a medium lift helicopter section, platoon, or company.

b. CW3 Cargo/Medium Lift Helicopter Aviators—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) A non-SOA aviator should serve as PC, senior IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, or assistant operations officer in a medium lift helicopter company.

(4) A SOA aviator should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, aircraft armament officer, or air mission commander in an SOA medium lift helicopter company.

c. CW4 Cargo/Medium Lift Helicopter Aviators—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) A non-SOA aviator should serve as PC, SP, IE, ME, ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in a medium lift helicopter company. Aviators qualified as MP or ME may also be assigned to an AVIM battalion as a platoon leader.

(3) A SOA aviator should serve as PC, IP, IE, MP, ASO, section leader, flight leader, air mission commander, or assistant operations officer in an SOA medium lift helicopter company.

d. CW5 Cargo/Medium Lift Helicopter Aviators—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) A non-SOA aviator should serve as the medium lift helicopter battalion standardization officer, ASO, tactical operations officer, or AMO.

(3) A SOA aviator should serve as the medium lift helicopter battalion standardization officer, ASO, tactical operations officer, or AMO.

10-7. MOS 155A, D, and E Active Component (AC) Professional Development

a. WO1 and CW2 Fixed Wing Aviators—

(1) Must successfully complete the Aviation Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as pilot, PC, UT, IP, ALSE officer, or ASE/EW officer in a Special Electronic Mission Aircraft/Operational Support Aircraft (SEMA/OSA) airplane section, platoon, company, or flight detachment.

b. CW3 Fixed Wing Aviators—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as PC, senior IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, or assistant operations officer in a SEMA/OSA airplane company or flight detachment.

c. CW4 Fixed Wing Aviators—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as PC, SP, IE, ME, ASO, platoon leader, or

tactical operations officer in a SEMA/OSA airplane company or flight detachment.

d. CW5 Fixed Wing Aviators—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve as the SEMA airplane battalion or OSA regional battalion standardization officer, ASO, AMO, or tactical/flight operations officer.

10-8. MOS 150A Reserve Component (RC) Professional Development

a. WO1 and CW2 Air Traffic Control Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned to a supervisory position in an ATC platoon.

b. CW3 Air Traffic Control Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a battalion-level supervisory or advisory position.

c. CW4 Air Traffic Control Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a group-level supervisory or advisory position.

d. CW5 Air Traffic Control Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

10-9. MOS 151A Reserve Component (RC) Professional Development

a. WO1 and CW2 Aviation Maintenance Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned to an aviation unit maintenance (AVUM) company/troop or aviation intermediate maintenance (AVIM) battalion.

b. CW3 Aviation Maintenance Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory position in an AVIM battalion.

c. CW4 Aviation Maintenance Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to an AVUM or AVIM company as a platoon leader.

d. CW5 Aviation Maintenance Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

10-10. MOS 152B, C, D, F, and G Reserve Component (RC) Professional Development

a. WO1 and CW2 Scout/Attack Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as a pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, air mission commander, or aircraft armament officer in an attack helicopter company (MOS 152F), cavalry troop (MOS 152B and 152G), command aviation company (MOS 152B), or target acquisition and reconnaissance platoon (152D).

b. CW3 Scout/Attack Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a PC, senior IP, IE, MP, ASO, section leader, flight leader, air mission commander, or assistant operations officer in an attack helicopter company (MOS 152F), cavalry troop (MOS 152B and 152G), command aviation company (MOS 152B), AVUM company, or target acquisition and reconnaissance platoon (MOS 152D).

c. CW4 Scout/Attack Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as PC, SP, IE, ME, ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in an attack helicopter company/cavalry troop or attack helicopter battalion/cavalry squadron. Aviators qualified as MP or ME may also be assigned to an AVIM battalion as a platoon leader.

d. CW5 Scout/Attack Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the group, regiment, or brigade standardization officer, ASO, tactical operations officer, or AMO.

10-11. MOS 153A, B, and D Reserve Component (RC) Professional Development

a. WO1 and CW2 Assault/Utility Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, or air mission commander in an assault helicopter section, platoon or company (MOS 153D), command aviation platoon or company (MOS 153D), aeromedical evacuation section, platoon or company (153B or 153D), or EH-60 Quickfix section.

b. CW3 Assault/Utility Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as PC, senior IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, or assistant operations officer in an assault helicopter company (MOS 153D), command aviation company (MOS 153B or 153D), AVUM company, EH-60 Quickfix section, or aeromedical evacuation section, platoon, or company.

c. CW4 Assault/Utility Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as PC, SP, IE, ME, ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in an assault helicopter/command aviation company, aeromedical evacuation company, or assault helicopter/command aviation battalion. Aviators qualified as MP or ME may also be assigned to an AVIM battalion as a platoon leader.

d. CW5 Assault/Utility Helicopter Aviators—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the group, regiment, or brigade standardization officer, ASO, tactical operations officer, or AMO.

10–12. MOS 154C Reserve Component (RC) Professional Development

- a.* WO1 and CW2 Cargo/Medium Lift Helicopter Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should serve as pilot, PC, UT, IP, ALSE officer, ASE/EW officer, flight leader, or air mission commander in a medium lift helicopter section, platoon, or company.
- b.* CW3 Cargo/Medium Lift Helicopter Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should serve as PC, senior IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, flight leader, air mission commander, or assistant operations officer in a medium lift helicopter company.
- c.* CW4 Cargo/Medium Lift Helicopter Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve as PC, SP, IE, ME, ASO, platoon leader, flight leader, air mission commander, or tactical operations officer in a medium lift helicopter company. Aviators qualified as MP or ME may also be assigned to an AVIM battalion as a platoon leader.
- d.* CW5 Cargo/Medium Lift Helicopter Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve as the medium lift helicopter battalion standardization officer, ASO, tactical operations officer, or AMO.

10–13. MOS 155A, D, and E Reserve Component (RC) Professional Development

- a.* WO1 and CW2 Fixed Wing Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should serve as pilot, PC, UT, IP, ALSE officer, or ASE/EW officer in a SEMA/OSA airplane section, platoon, company, or flight detachment.
- b.* CW3 Fixed Wing Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should serve as PC, senior IP, IE, MP, ASO, ALSE officer, ASE/EW officer, section leader, or assistant operations officer in a SEMA/OSA airplane company or flight detachment.
- c.* CW4 Fixed Wing Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve as PC, SP, IE, ME, ASO, platoon leader, or tactical operations officer in a SEMA/OSA airplane company or flight detachment.
- d.* CW5 Fixed Wing Aviators—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve as the SEMA airplane battalion or OSA regional battalion standardization officer, ASO, AMO, or tactical/flight operations officer.

Chapter 11 Special Forces Warrant Officer (MOS 180A)

11–1. Description

- a.* Special Forces Warrant Officers advise, command, train and

staff Special Forces units and detachments. Special Forces Warrant Officers serve in a direct ground combat role in Direct Action (DA), Special Reconnaissance (SR), Unconventional Warfare (UW), Foreign Internal Defense (FID), Counterterrorism (CT), and other collateral missions as required. The Special Forces Warrant Officer provides mission planning, mission development, and Special Operations support for both joint and Army strategic, operational and tactical missions worldwide. The Special Forces Warrant Officer possesses special military skills, language abilities, regional expertise, and the cultural awareness to operate in a wide variety of physical environments.

- b.* The WO1 and CW2 Special Forces Warrant Officer serves as the Assistant Detachment Commander of a Special Forces Operational Detachment “A” (SFOD “A”). He commands the SFOD “A” in the absence of the assigned commander, commands half the SFOD “A” during split-team operations, supervises, and directs all staff functions at the detachment level to include development of the SFOD “A” mid- and long-range training plans, and provides the detachment with tactical and technical assistance regarding DA, Special Reconnaissance, Unconventional Warfare, Foreign Internal Defense, Psychological Operations, Counterterrorism, Advanced Special Operations Techniques, and Civil/Military Activities.

- c.* The CW3 and CW4 Special Forces Warrant Officer serves as the Company or Battalion Operations Warrant Officer and focuses primarily on Special Forces Operations and Intelligence. He serves as the senior adviser to the commander on warrant officer professional development issues, advises the commander on regional considerations pertinent to operational environments, commands task-organized operational elements, and provides the commander with tactical and technical assistance regarding Direct Action, Special Reconnaissance, Unconventional Warfare, Foreign Internal Defense, Psychological Operations, Counterterrorism, Advanced Special Operations Techniques, and Civil/Military Activities.

- d.* The CW5 Special Forces Warrant Officer serves as the Special Forces Group Operations or Group Intelligence Warrant Officer and focuses primarily on Special Forces Operations and Intelligence. He serves as the senior adviser to the commander on warrant officer professional development issues, advises the commander on regional considerations pertinent to operational environments, commands task-organized operational elements, and provides the commander with tactical and technical assistance regarding Direct Action, Special Reconnaissance, Unconventional Warfare, Foreign Internal Defense, Psychological Operations, Counterterrorism, Advanced Special Operations Techniques, and Civil/Military Activities. The CW5 Special Forces Warrant Officer also serves in key staff positions above Group level.

11–2. Special Forces Warrant Officer Military Occupational Specialties

The only warrant officer military occupational specialty in this field is the Special Forces Warrant Officer (MOS 180A). Special Forces Warrant Officers—

- a.* Serve as Assistant Detachment Commanders on SFODs “A.”
- b.* Command SFODs “A” in the absence of the assigned commander.
- c.* Command half of a SFOD “A” during split team operations.
- d.* Command task-organized elements as directed by the commander.
- e.* Develop, maintain, and update operational plans and targeting intelligence data for deployable elements.
- f.* Assist in managing of predeployment planning, training, and development of operational detachments.
- g.* Develop, direct, supervise, and conduct training for U.S. and foreign military/paramilitary forces worldwide.
- h.* Advise the commander on the conduct of Direct Action, Special Reconnaissance, Unconventional Warfare, Foreign Internal Defense, Psychological Operations (PSYOP), CT, Advanced Special Operations Techniques, Civil-Military Activities, and other collateral missions in support of joint, combined, or unilateral operations across the operational spectrum.

i. Advise the commander on all aspects of Special Forces Operations and Specialized Training to include: Military Free Fall (MFF), Underwater Operations (UWO), Special Operations Training (SOT), Survival Evasion Resistance Escape (SERE), Special Forces Target Interdiction (SOTIC), Special Forces Advanced Reconnaissance Target Analysis and Exploitation (SFARTAEC), Advanced Special Operations Techniques (ASOT), PSYOP, and Civil Affairs (CA).

j. Develop regional assignment affiliations based upon their language abilities, specialized military skills, regional expertise, and cultural awareness.

k. The most senior warrant officer assigned to each company, battalion, or group will—

(1) Serve as the senior adviser to the commander on warrant officer professional development issues.

(2) Serve as the focal point for dissemination of information pertinent to warrant officers to both warrant officers and commanders.

(3) Schedule and conduct warrant officer professional development classes periodically.

(4) Establish a mentorship program to assist in the professional development of junior warrant officers.

11-3. Active Component (AC) Special Forces Warrant Officer Professional Development

a. WO1 and CW2 Special Forces Warrant Officers—

(1) Must successfully complete the Special Forces Warrant Officer Basic Course.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should complete an associates degree before eligibility for selection to CW3.

(4) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(5) Must serve as either the Commander or the Assistant Detachment Commander of a Special Forces Operational Detachment "A" for a cumulative period of 5 years (unless otherwise required to perform duties in an authorized position of higher responsibility).

b. CW3 Special Forces Warrant Officers—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should complete a baccalaureate degree before eligibility for selection to CW4.

(4) Should serve as the Assistant Detachment Commander of an SFOD 'A' or as the Company Operations Warrant Officer in a Special Forces Company.

c. CW4 Special Forces Warrant Officers—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should serve as the Battalion Operations Warrant Officer in a Special Forces Battalion.

d. CW5 Special Forces Warrant Officers—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should serve as either the Group Intelligence or Group Operations Warrant Officer in a Special Forces Group.

11-4. Reserve Component (RC) Special Forces Warrant Officer Professional Development

a. WO1 and CW2 Special Forces Warrant Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should complete an associates degree before eligibility for selection to CW3.

(4) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(5) Must serve as either the Commander or the Assistant Detachment Commander of a Special Forces Operational Detachment 'A' for a cumulative period of 5 years (unless otherwise required to perform duties in an authorized position of higher responsibility).

b. CW3 Special Forces Warrant Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should complete a baccalaureate degree before eligibility for selection to CW4.

(4) Should serve as the Assistant Detachment Commander of an SFOD "A" or as the Company Operations Warrant Officer in a Special Forces Company.

c. CW4 Special Forces Warrant Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should serve as the Battalion Operations Warrant Officer in a Special Forces Battalion

d. CW5 Special Forces Warrant Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should progress toward a linguistic proficiency career goal of 2 in listening, 2 in reading, and 1+ in speaking a language that corresponds to his or her regional affiliation.

(3) Should serve as either the Group Intelligence or Group Operations Warrant Officer in a Special Forces Group.

Chapter 12 Corps of Engineers Technician (MOS 210A, 215D)

12-1. Description

a. The Corps of Engineers is an integral member of the Combat Arms Team, which has both a combat support and combat service support role. Over 80 percent of the branch's population of warrant officers is in the Reserve Component (RC). Missions span the military and civil engineering spectrum.

b. Engineer warrant officers serve as subject matter experts, advise commanders, conduct training, supervise personnel, manage resources and equipment, prepare and present instruction, and formulate doctrinal recommendations for commanders.

c. Engineer Operations and Maintenance Technicians organize and manage personnel and organizations that provide engineer support on the battlefield and in rear areas. They plan, organize, and supervise the maintenance and repair of utilities equipment to support commanders engaged in Real Property Maintenance Activities (RPMA), the maintenance of fixed or mobile electrical power plants, and the installation and maintenance of high-voltage electrical power lines.

d. Engineer Terrain Analysis Technicians provide the interface between the topographic and intelligence communities. They manage topographic operations and provide mapping, charting, and geodetic (MC&G) support to combat and combat service support elements at all echelons.

12-2. Engineer Warrant Officer Military Occupational Specialties

a. Utilities Operation and Maintenance Technicians (210A)—

(1) Provide technical, administrative, and budgetary recommendations to the commander regarding the repair and maintenance of power generation equipment.

(2) Coordinate and supervise the organizational maintenance of wheeled vehicles, mobile medical support equipment, and Deployable Medical System (DEPMEDS) equipped hospitals.

(3) Coordinate and supervise the operation, repair and maintenance of station hospital facilities and utilities.

(4) Coordinate and supervise the fire protection programs and fire fighting efforts in station hospitals.

(5) Repair, modify, and rehabilitate utility systems and subsystems, facilities, structures, and power plants in station and mobile hospitals.

(6) Supervise the preparation of log books, operating reports, malfunction reports, and supply and maintenance records.

(7) Coordinate and supervise the repair of water supply systems, plumbing, sewage, and heating and air conditioning systems.

(8) Read and interpret blueprints, engineering drawings, electrical wiring schematics or diagrams and specifications.

(9) Estimate construction material and equipment and personnel requirements for maintenance and repair of facilities, plants, and utilities.

(10) Command separate detachments performing theater prime power production missions.

(11) Coordinate and supervise the repair and maintenance of pipeline equipment and utilities in petroleum distribution commands.

(12) Coordinate and supervise the construction and rapid rehabilitation of structures, facilities, and utilities.

(13) Coordinate and supervise the interior and exterior repair of facilities to include carpentry, masonry, plumbing, electrical equipment and painting.

(14) Supervise, manage, and train civilian and military personnel.

(15) Coordinate and supervise the maintenance, operation, repair, modification, overhaul, and replacement of prime movers, boilers and all ancillary systems driving and controlling prime power electrical generation units.

(16) Oversee the repair and modification of utilities systems, subsystems, and power plants.

(17) Command and manage power plants.

(18) Manage, direct, and supervise public works (PW) activities and real property maintenance activities (RPMA).

(19) Prepare and manage RPMA budget for installations and power plants.

b. Terrain Analysis Technicians (215D)—

(1) Acquire, coordinate, interpret, and analyze terrain data, to include the effects of weather on terrain related capabilities or limitations of both enemy and friendly ground forces.

(2) Supervise the preparation of complex terrain factor overlays and special purpose graphics.

(3) Provide terrain analysis, a synthesis of terrain data, and recommendations pertinent to the Intelligence Preparation of the Battlefield (IPB) to theater, corps, division, and brigade commanders.

(4) Integrate topographic information with information specific to combined arms units, combined arms service support units, intelligence units, supporting Air Force weather units, and supporting joint operations.

(5) Determine terrain trafficability based on intelligence information of the capabilities or limitations of friendly and enemy ground forces and ascertain how this trafficability is affected by climatological or weather factors.

(6) Serve as the Topographic Engineer Company technical adviser providing technical guidance and management for the development of topographic support products. Plans, schedules, and performs quality/production control during topographic surveys, cartographic and map reproduction operations, and terrain analysis activities.

(7) Develop and maintain an in-depth understanding of the basic combat missions of supported tactical units.

(8) Coordinate and review topographic support requirements when serving on the Theater Engineer Staff's Topographic Planning and Control Team.

(9) Coordinate the acquisition of source data from civilian and governmental agencies, both foreign and domestic, to meet mission specifications.

(10) Coordinate requirements for critical weather information with the staff weather officer.

(11) Coordinate graphic and textual analysis, development and limited distribution.

(12) Supervise the operation of computer aided equipment in support of terrain analysis activities.

(13) Interpret features and data on aerial photographs and other remote sensed imagery.

(14) Manage the cataloging, storage, retrieval, and processing of Military Geographic Information (MGI) using both nonautomated and automated filing systems.

(15) Prepare maps, map substitutes, and other topographic products.

(16) Develop and maintain familiarity with the military applications of geology, hydrology, forestry, and soil analysis.

12-3. MOS 210A Active Component (AC) Professional Development

a. WO1 and CW2 Utilities Operation and Maintenance Technicians—

(1) Must successfully complete the Utilities and Maintenance Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in an Engineer Battalion, a Combat Engineer Battalion, a Power Line Team, or a Medical Hospital.

b. CW3 Utilities Operation and Maintenance Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Prime Power Battalion, the U.S. Army Engineer Center (USAEC), or the U.S. Army Center for Public Works (USACPW).

c. CW4 Utilities Operation and Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in a supervisory, advisory, or staff position in a Prime Power Battalion, at the U.S. Army Center for Public Works (USACPW), at USAEC, at the U.S. Army Element SHAPE, or at HQ, AF South.

d. CW5 Utilities Operation and Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

12-4. MOS 215D Active Component (AC) Professional Development

a. WO1 and CW2 Terrain Analysis Technicians—

(1) Must successfully complete the Terrain Analysis Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in a Topographic Engineer Battalion or a Theater Terrain Team.

b. CW3 Terrain Analysis Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Topographic Engineer Company, as a member of the topographic staff on a Theater Topographic Planning and Control Team, as a terrain analyst at the Defense Mapping Agency, or in the G-2 Operations Section at the U.S. Army Element in a Combined Field Army.

c. CW4 Terrain Analysis Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in a supervisory, advisory, or staff position at the Defense Mapping School, U.S. Army Engineer School, or U.S. Army Intelligence School.

d. CW5 Terrain Analysis Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

12-5. MOS 210A Reserve Component (RC) Professional Development

a. WO1 and CW2 Utilities Operation and Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in an Engineer Battalion, a Combat Engineer Battalion, a Power Line Team, a Medical Hospital, or at HQ, State Army Reserve Center (STARC).

b. CW3 Utilities Operation and Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Prime Power Battalion, the U.S. Army Engineer Center (USAEC), at the U.S. Army Center for Public Works (USACPW), or at HQ, STARC.

c. CW4 Utilities Operation and Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in a supervisory, advisory, or staff position in a Prime Power Battalion, at the U.S. Army Center for Public Works (USACPW), at USAEC, at the U.S. Army Element SHAPE, at HQ, AF South, at an USAR Training Site, at USAR Command HQ, or at an ARNG Training Site.

d. CW5 Utilities Operation and Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

12-6. MOS 215D Reserve Component (RC) Professional Development

a. WO1 and CW2 Terrain Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in a Topographic Engineer Battalion or a Theater Terrain Team.

b. CW3 Terrain Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Topographic Engineer Company, as a member of the topographic staff on a Theater Topographic Planning and Control Team, as a terrain analyst at the Defense Mapping

Agency, or in the G-2 Operations Section at the U.S. Army Element in a Combined Field Army.

c. CW4 Terrain Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a supervisory, advisory, or staff position at the Defense Mapping School, U.S. Army Engineer School, or U.S. Army Intelligence School.

d. CW5 Terrain Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 13 Signal Corps Technician (MOS 250B, 251A)

13-1. Description

a. The Signal Corps provides rapid and reliable information systems to support the command and control of the Army's combat forces during both peace and war. It manages, plans, designs, engineers, installs, operates, maintains, and evaluates automation, communications, and visual information systems at all command levels within the Department of the Army and the Department of Defense. It provides transmission, switching, and control facilities for weapons systems, command and control systems, and combat service support systems. In support of division, corps, and theater combined arms operations, the Signal Corps installs, operates, and maintains state-of-the-art voice, data, and record tactical communications systems including cable, telephone, switching, circuit control, high frequency radio, microwave, troposphere scatter, and satellite. At the strategic level, signal units engineer, install, and maintain the Army's portion of the Defense Communications System and its interface with tactical communications elements at theater and corps. Together with its Air Force and Navy counterparts, the Signal Corps manages and directs the operation of the global defense automation, communications, and visual information systems serving the Department of Defense and national command authority.

b. Signal Corps warrant officers plan, direct, control, and manage signal support at all levels of the Army. They serve as both signal systems technicians and technical advisers to the commander. Signal Corps warrant officers assigned to division, corps, and echelons above corps (EAC) Signal Battalions and Brigades operate and maintain all signal systems, function as custodians of communications security (COMSEC) equipment and codes, manage tactical telecommunications networks, and provide computer programming and operations support. Signal Corps warrant officers assigned as joint duty officers at the strategic level or as staff and action officers at either the major Army command (MACOM) or Department of the Army (DA) level coordinate the integration and interconnection of diverse types of complex automation and communications systems into local area and wide area information networks. They plan, manage, and direct the acquisition, fielding, sustainment, and ultimate disposition of information systems around the world. They support research and development for military application of emerging technologies such as artificial intelligence, fiber optics, computers, distributed processing, and networking. They design, engineer, test, and evaluate communications, command and control, and management information systems hardware and software.

13-2. Signal Corps Warrant Officer Military Occupational Specialties

a. Tactical Automated Network Technicians (250B)—

(1) Supervise tactical communications switching equipment and personnel at the node level.

(2) Supervise and manage electronic keying equipment and information at the node level.

- (3) Plan, manage, and troubleshoot tactical switched networks.
- (4) Manage electronic keys required to support signal networks.
- (5) Develop policy recommendations and provide technical guidance for the planning, managing, and troubleshooting of Army, joint, and combined networks.
- (6) Advise commanders and staffs on tactical telecommunications network requirements.

b. Data Processing Technicians (251A)—

- (1) Manage personnel, facilities, and equipment at brigade level and above, in port authorities, and in support commands and selected staff agencies.
- (2) Develop computer programs.
- (3) Supervise and coordinate activities of military and civilian personnel who operate or program data processing systems.
- (4) Advise commanders and staffs on the employment of automation systems and projects, data communications development, and the installation and maintenance of local area networks (LANs) and information systems security.

13-3. MOS 250B Active Component (AC) Professional Development

a. WO1 and CW2 Tactical Automated Network Technicians—

(1) Must successfully complete the Tactical Automated Network Warrant Officer Basic Course (WOBC).

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve at the detachment, company, or battalion level.

b. CW3 Tactical Automated Network Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a supervisory, advisory, or staff position at the brigade, division, or corps level.

c. CW4 Tactical Automated Network Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in a senior supervisory, advisory, or staff position at the brigade, division, or corps level.

d. CW5 Tactical Automated Network Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

13-4. MOS 251A Active Component (AC) Professional Development

a. WO1 and CW2 Data Processing Technicians—

(1) Must successfully complete the Data Processing Warrant Officer Basic Course (WOBC).

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve at the detachment, company, or battalion level.

b. CW3 Data Processing Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a supervisory, advisory, or staff position at the brigade, division, or corps level.

c. CW4 Data Processing Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in a senior supervisory, advisory, or staff position at the brigade, division, or corps level.

d. CW5 Data Processing Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

13-5. MOS 250B Reserve Component (RC) Professional Development

a. WO1 and CW2 Tactical Automated Network Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve at the company or battalion level.

b. CW3 Tactical Automated Network Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a supervisory, advisory, or staff position at the brigade or division level.

c. CW4 Tactical Automated Network Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in a senior supervisory, advisory, or staff position at the brigade or division level.

d. CW5 Tactical Automated Network Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

13-6. MOS 251A Reserve Component (RC) Professional Development

a. WO1 and CW2 Data Processing Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve at the company or battalion level.

b. CW3 Data Processing Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a supervisory, advisory, or staff position at the brigade or division level.

c. CW4 Data Processing Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in a senior supervisory, advisory, or staff position at the brigade or division level.

d. CW5 Data Processing Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 14 Criminal Investigation Command Special Agent (MOS 311A)

14-1. Description

Although a functional proponent of the Military Police Corps, the United States Army Criminal Investigation Command (USACIDC), is a major Army command (MACOM). The Criminal Investigation Command (CID) manages criminal investigations in both tactical and garrison environments. The CID plans, coordinates, and directs criminal investigations, crime prevention surveys, personal security

operations, and CT activities. CID Special Agents perform polygraph operations, provide crime laboratory support, and recommend crime-prevention policies to commanders at all levels.

14-2. Criminal Investigation Command Special Agent Military Occupational Specialties

The only warrant officer military occupational specialty in the Criminal Investigation Command is the CID Special Agent (MOS 311A). CID Special Agents—

- a. Investigate felony and other significant crimes of interest to the Army as defined by military regulations and Federal law.
- b. Plan, organize, conduct, and supervise overt and covert investigations.
- c. Examine and process crime scenes.
- d. Collect, preserve, and evaluate physical evidence for scientific examination by laboratories and use in judicial proceedings.
- e. Obtain and execute arrest warrants, search warrants, and Department of Defense Inspector General Subpoenas.
- f. Conduct raids and task force operations.
- g. Interview victims and witnesses, interrogate suspects and subjects, and obtain written statements under oath.
- h. Develop, coordinate, and control the activities of informants.
- i. Represent the Army's interest in joint investigations conducted with the Department of Defense, the Department of Justice, and various Federal, State, local, and foreign investigative agencies.
- j. Testify before an assortment of disciplinary and administrative boards, at court martials, in Federal District Courts, and before other judiciary tribunals.
- k. Write, review, and approve technical investigative reports.
- l. Recommend crime prevention measures to commanders.
- m. Conduct personal security vulnerability assessments for designated senior Army officials.
- n. Provide personal security for designated Department of Defense executives, visiting foreign officials, and other key officials.
- o. Conduct hostage negotiations as members of Crisis Management Teams.
- p. Supervise investigative case management and overall investigative operations.
- q. Provide technical guidance and direction to subordinate investigative units.
- r. Develop, conduct, and supervise student instruction in criminal investigative methods and techniques.

14-3. MOS 311A Active Component (AC) Professional Development

a. WO1 and CW2 Criminal Investigation Command Special Agents—

(1) Must successfully complete the Criminal Investigation Command Special Agent Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as an Investigative Special Agent, Team Chief of a Crime Unit, manager of a subprogram, Special Agent-in-Charge (SAC) of a Branch Office (BO), or small Resident Agency (RA), or a staff officer in a battalion.

b. CW3 Criminal Investigation Command Special Agents—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a staff officer at a Brigade or MACOM, as a military police (MP) School Instructor, as a crime laboratory supervisor and technician, as a SAC of a large RA, or as a technician in the United States Army criminal laboratory system.

c. CW4 Criminal Investigation Command Special Agents—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in a senior supervisory or advisory capacity in a

district, large RA, Corps Support Element (CSE), Port Area Support Element (PASE), brigade, group, region, or MACOM headquarters.

d. CW5 Criminal Investigation Command Special Agents—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

14-4. MOS 311A Reserve Component (RC) Professional Development

a. WO1 and CW2 Criminal Investigation Command Special Agents—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as an Investigative Special Agent, Team Chief of a Crime Unit, manager of a subprogram, SAC of a branch office (BO) or small RA, or a staff officer in a battalion.

b. CW3 Criminal Investigation Command Special Agents—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a staff officer at a Brigade or MACOM, as a military police (MP) School Instructor, as a crime laboratory supervisor and technician, as a SAC of a large RA, or as a technician in the United States Army criminal laboratory system.

c. CW4 Criminal Investigation Command Special Agents—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in a senior supervisory or advisory capacity in a district, large RA, CSE, PASE, brigade, group, region, or MACOM headquarters.

d. CW5 Criminal Investigation Command Special Agents—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 15

Military Intelligence Technician (MOS 350, 351, 352, 353)

15-1. Description

a. The intelligence requirements of a force-projection Army dictate that all echelons be focused on the needs of contingency forces during a crisis, deployment, or actual military operation. This requirement lessens the traditional distinction between tactical and strategic intelligence. The entire Army intelligence effort must be focused on supporting the warfighter. Military Intelligence (MI) warrant officers lead, manage, and direct intelligence planning and operations across the entire range of military operations.

b. MI warrant officers organize, coordinate, direct, supervise, collect, and analyze raw intelligence information as well as produce and disseminate finished intelligence products for combat commanders and other intelligence consumers. They plan, coordinate, and participate in deception operations, operations security (OPSEC), electronic warfare operations, and counterintelligence.

c. At the strategic level and in joint operations, the MI Warrant Officer provides the commander with assessments regarding the capabilities and limitations of actual or potential adversaries.

d. At the operational level, MI Warrant Officers perform an expanded intelligence preparation of the theater and support the development and execution of campaign plans and major operations within a theater of operations. They coordinate, supervise, and employ theater level intelligence collection sources and analytical assets to assess the capabilities and vulnerabilities of potential and actual adversaries, gauge the impact of terrain, weather, and other

pertinent factors in the theater of operations, and identify risks associated with enemy and friendly courses of action.

e. At the tactical level, the MI warrant officer organizes, coordinates, directs, supervises, and employs organic intelligence collection and analytical assets. They also plan for the optimum use of nonorganic intelligence assets to reduce the commander's uncertainty concerning the enemy, terrain, and weather. They assess the risks associated with friendly and enemy courses of action, and advise the commander on means to effectively counter or neutralize the multidiscipline hostile intelligence threat. MI Warrant Officers use IPB at the tactical level to focus their intelligence-gathering and analysis efforts on the needs of the commander.

15-2. Military Intelligence Warrant Officer Occupational Specialties

a. All-Source Intelligence Technicians (350B) plan, supervise, and conduct the analysis, fusion, production, dissemination, and evaluation of intelligence. Their key function is to provide commanders with predictive analysis regarding an enemy's most probable course of action or reaction.

b. Imagery Intelligence Technicians (350D) plan, supervise, and conduct the collection and exploitation of Imagery Intelligence from various sources. Their key function is to provide imagery-related evidence in graphic or report format to support the predictive intelligence process.

c. Attache Operations Technicians (350L) coordinate operations and provide operational support in a Defense Attache Office. Their key function is to ensure the effective management of Defense Attache Operations worldwide.

d. Counterintelligence Technicians (351B) plan, supervise, and conduct security-sensitive and CI investigations operations and analysis in support of both the force protection mission and the predictive intelligence process. Their key function is to protect the force.

e. Area Intelligence Technicians (351C)—See AR 614-114.

f. Human Intelligence Collection Technicians (351E) plan, supervise, and conduct HUMINT collection through interrogations, debriefings liaison, sensitive operations, and document exploitation. Their key function is to collect HUMINT information in support of the predictive intelligence process.

g. Signal Intelligence Analysis Technicians (352C) plan, supervise, and analyze SIGINT data in support of the predictive intelligence process. Their key function is to provide the SIGINT portion of the Intelligence product.

h. Emitter Location/Identification Technicians (352D) plan, supervise, and conduct direction finding and identification operations in support of the overall SIGINT effort. Their key function is to provide specific emitter location and identification data to support further collection operations.

i. Voice Intercept Technicians (352G) plan, supervise, and collect voice communications collection operations in support of the predictive intelligence process. Their key function is to provide data on current or planned activity based on communications interceptions.

j. Morse Intercept Technicians (352H) plan, supervise, and conduct morse intercept operations to include signal analysis and statistical information correlation in support of the SIGINT mission. Their key function is to provide identification and analysis of collected morse signals.

k. Emanations Analysis Technicians (352J) plan, supervise, and conduct collection and analysis of noncommunications electromagnetic emissions in support of the predictive intelligence process. Their key function is to analyze noncommunications emissions in support of the SIGINT collection effort.

l. Nonmorse Intercept Technicians (352K) plan, supervise, and conduct nonmorse collection operations in support of the strategic SIGINT mission. Their key function is to provide identification and analysis of unknown signals in support of the strategic SIGINT mission.

m. Intelligence and Electronic Warfare (IEW) Systems Maintenance Technicians (353A) supervise and perform IEW maintenance

operations at all echelons. Their key function is to ensure that intelligence equipment and systems are operational.

15-3. MOS 350B Active Component (AC) Professional Development

a. WO1 and CW2 All-Source Intelligence Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 All-Source Intelligence Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 All-Source Intelligence Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 All-Source Intelligence Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15-4. MOS 350D Active Component (AC) Professional Development

a. WO1 and CW2 Imagery Intelligence Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 Imagery Intelligence Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Imagery Intelligence Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Imagery Intelligence Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15-5. MOS 350L Active Component (AC) Professional Development

a. WO1 and CW2 Attache Operations Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned to a small, medium, or large Defense Attache station.

b. CW3 Attache Operations Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position in a small, medium, or large Defense Attache station.

c. CW4 Attache Operations Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position in a small, medium, or large Defense Attache station or to a staff position in the Defense Attache System (DAS).

d. CW5 Attache Operations Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should be assigned to the most senior supervisory, advisory, or staff position in a small, medium, or large Defense Attache station or to the most senior staff position in the Defense Attache System (DAS).

15-6. MOS 351B Active Component (AC) Professional Development

a. WO1 and CW2 Counterintelligence Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 Counterintelligence Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Counterintelligence Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Counterintelligence Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15-7. MOS 351C Active Component (AC) Professional Development

a. WO1 and CW2 Area Intelligence Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

b. CW3 Area Intelligence Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

c. CW4 Area Intelligence Technicians should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

d. CW5 Area Intelligence Technicians should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

15-8. MOS 351E Active Component (AC) Professional Development

a. WO1 and CW2 Human Intelligence Collection Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 Human Intelligence Collection Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Human Intelligence Collection Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Human Intelligence Collection Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15-9. MOS 352C Active Component (AC) Professional Development

a. WO1 and CW2 Signal Intelligence Analysis Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 Signal Intelligence Analysis Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Signal Intelligence Analysis Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Signal Intelligence Analysis Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15-10. MOS 352D Active Component (AC) Professional Development

a. WO1 and CW2 Emitter Location/Identification Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or above corps level.

b. CW3 Emitter Location/Identification Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Emitter Location/Identification Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Emitter Location/Identification Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–11. MOS 352G Active Component (AC) Professional Development

a. WO1 and CW2 Voice Intercept Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 Voice Intercept Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Voice Intercept Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Voice Intercept Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–12. MOS 352H Active Component (AC) Professional Development

a. WO1 and CW2 Morse Intercept Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or above corps level.

b. CW3 Morse Intercept Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Morse Intercept Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Morse Intercept Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–13. MOS 352J Active Component (AC) Professional Development

a. WO1 and CW2 Emanations Analysis Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned below, at, or above corps level.

b. CW3 Emanations Analysis Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Emanations Analysis Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Emanations Analysis Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–14. MOS 352K Active Component (AC) Professional Development

a. WO1 and CW2 Nonmorse Intercept Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at echelons above corps level.

b. CW3 Nonmorse Intercept Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Nonmorse Intercept Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Nonmorse Intercept Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–15. MOS 353A Active Component (AC) Professional Development

a. WO1 and CW2 IEW Systems Maintenance Technicians—

(1) Must successfully complete the Military Intelligence Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should be assigned at or below corps level.

b. CW3 IEW Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 IEW Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 IEW Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–16. MOS 350B Reserve Component (RC) Professional Development

a. WO1 and CW2 All-Source Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned at or below corps level.

b. CW3 All-Source Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 All-Source Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 All-Source Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–17. MOS 350D Reserve Component (RC) Professional Development

a. WO1 and CW2 Imagery Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned below corps level.

b. CW3 Imagery Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Imagery Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Imagery Intelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–18. MOS 351B Reserve Component (RC) Professional Development

a. WO1 and CW2 Counterintelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned below corps level.

b. CW3 Counterintelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Counterintelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Counterintelligence Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–19. MOS 351E Reserve Component (RC) Professional Development

a. WO1 and CW2 Human Intelligence Collection Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned below corps level.

b. CW3 Human Intelligence Collection Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Human Intelligence Collection Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Human Intelligence Collection Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–20. MOS 352C Reserve Component (RC) Professional Development

a. WO1 and CW2 Signal Intelligence Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned below corps level.

b. CW3 Signal Intelligence Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should be assigned to a supervisory or advisory position.

c. CW4 Signal Intelligence Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should be assigned to a senior supervisory, advisory, or staff position.

d. CW5 Signal Intelligence Analysis Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

15–21. MOS 352G Reserve Component (RC) Professional Development

a. WO1 and CW2 Voice Intercept Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should be assigned below corps level.

b. CW3 Voice Intercept Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

- (3) Should be assigned to a supervisory or advisory position.
- c. CW4 Voice Intercept Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should be assigned to a senior supervisory, advisory, or staff position.
- d. CW5 Voice Intercept Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve in the most senior supervisory, advisory, and staff positions.

15-22. MOS 352J Reserve Component (RC) Professional Development

- a. WO1 and CW2 Emanations Analysis Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should be assigned below corps level.
- b. CW3 Emanations Analysis Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should be assigned to a supervisory or advisory position.
- c. CW4 Emanations Analysis Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should be assigned to a senior supervisory, advisory, or staff position.
- d. CW5 Emanations Analysis Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve in the most senior supervisory, advisory, and staff positions.

15-23. MOS 353A Reserve Component (RC) Professional Development

- a. WO1 and CW2 IEW Systems Maintenance Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should be assigned below corps level.
- b. CW3 IEW Systems Maintenance Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should be assigned to a supervisory/advisory position.
- c. CW4 IEW Systems Maintenance Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should be assigned to a senior supervisory, advisory, or staff position.
- d. CW5 IEW Systems Maintenance Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 16

Adjutant General's Corps Technician (MOS 420)

16-1. Description

- a. The Adjutant General's Corps is a combat service support branch that formulates, interprets, implements, and manages policy

for all Army military personnel activities. These activities include personnel readiness management, personnel information management, personnel accounting and strength reporting, replacement management, casualty operations management, postal operations management, morale, welfare, recreation, and community support, essential personnel services, and military music support.

b. The Adjutant General's Corps performs its peacetime military personnel management mission under the guidance of AR 600-8, Military Personnel Management. It performs its wartime mission under the guidance of FM 12-6, Personnel Doctrine.

c. Adjutant General's Corps warrant officers serve at all levels of the Army. They serve in Army bands, personnel detachments, personnel groups, personnel commands, separate brigades, armored cavalry regiments, divisions, corps, major Army commands, the Department of the Army staff, the Adjutant General School, and the U. S. Army Element, School of Music. They train military and civilian personnel in organizational management and personnel service support. They develop policy, procedures, and doctrine to support these operations during periods of peace and war.

16-2. Adjutant General's Corps Technician Military Occupational Specialties

- a. Military personnel technicians (420A)—
 - (1) Manage military personnel systems from company to Department of the Army level.
 - (2) Perform supervisory duties in TO&E units and military personnel divisions supporting installations.
 - (3) Manage personnel readiness management systems.
 - (4) Manage personnel information management systems.
 - (5) Manage personnel accounting and strength reporting systems.
 - (6) Manage casualty management systems.
 - (7) Manage personnel replacement systems.
 - (8) Manage awards and decorations programs.
 - (9) Manage military personnel evaluations systems.
 - (10) Manage the officer and enlisted promotion systems.
 - (11) Manage the identification documents control and issuance function.
 - (12) Monitor and serve as the functional proponent for leaves and passes.
 - (13) Manage line of duty investigations.
 - (14) Manage the officer procurement program.
 - (15) Manage the officer and enlisted transfer and separation programs.
 - (16) Manage the personnel aspects of the soldier readiness program.
 - (17) Process all soldier-generated personnel actions.
 - (18) Perform personnel staff officer duties at all echelons.
- b. Bandmasters (420C)—
 - (1) Prepare and lead Army band soldiers in support of military or official civilian functions.
 - (2) Command division, training center, corps, TAACOM, or Theater Army Bands.
 - (3) Conduct or lead instrumental musical groups to include concert bands, marching bands, and dance bands in support of official military or civilian ceremonies and functions.
 - (4) Select music that both accommodates the abilities of the musicians and is appropriate for the scheduled performance.
 - (5) Direct groups at rehearsals and performances.
 - (6) Transcribe and adapt musical compositions for Army band or musical group use.
 - (7) Provide subject matter expertise on military traditions, ceremonies, and music.

16-3. MOS 420A Active Component (AC) Professional Development

- a. WO1 and CW2 Military Personnel Technicians—
 - (1) Must successfully complete the Military Personnel Warrant Officer Basic Course.
 - (2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve approximately 3 years in a personnel detachment and years as a branch chief in an installation military personnel division.

b. CW3 Military Personnel Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a personnel readiness staff officer at brigade, division, major subordinate command, or MACOM level.

c. CW4 Military Personnel Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as a senior personnel readiness staff officer at brigade, division, major subordinate command, or MACOM level.

d. CW5 Military Personnel Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve as branch chief in a personnel group, or as personnel staff officer in either a MACOM or theater personnel command.

16-4. MOS 420C Active Component (AC) Professional Development

a. WO1 and CW2 Bandmasters—

(1) Must successfully complete the Bandmaster Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve approximately 4 years as commander of a division or training center Army band.

b. CW3 Bandmasters—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as commander of a corps, TAACOM, or theater Army band or as associate bandmaster of a special band.

c. CW4 Bandmasters—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as commander of a corps, TAACOM, or theater Army band, as associate bandmaster of a special band, or as a department director at the U. S. Army Element, School of Music.

d. CW5 Bandmasters—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve as either the course director for the Bandmaster WOBC and WOAC at the U. S. Army Element, School of Music or the Army bands proponent officer at the Adjutant General School.

16-5. MOS 420A Reserve Component (RC) Professional Development

a. WO1 and CW2 Military Personnel Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as a branch chief in a personnel detachment.

b. CW3 Military Personnel Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a branch chief or personnel staff officer in a

state Army readiness command or as a branch chief in the military personnel division of a training division.

c. CW4 Military Personnel Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as a branch chief or personnel staff officer in a state army readiness command or as a branch chief in the military personnel division of a training division.

d. CW5 Military Personnel Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as branch chief in a personnel group, as branch chief or personnel staff officer in a theater personnel command, as chief, officer management division, State Army Readiness Command, or as a personnel staff officer in either the National Guard Bureau or the Office of the Chief, Army Reserve.

16-6. MOS 420C Reserve Component (RC) Professional Development

a. WO1 and CW2 Bandmasters—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as commander of a State Army Readiness Command band, Army National Guard division band, or U. S. Army Reserve Band.

b. CW3 Bandmasters—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as commander of a state Army readiness command band, Army National Guard division band, or U.S. Army Reserve Band.

c. CW4 Bandmasters—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as commander of a State Army Readiness Command Band, Army National Guard division band, or U.S. Army Reserve Band.

d. CW5 Bandmasters—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as commander of a State Army Readiness Command Band, Army National Guard division band, or U.S. Army Reserve Band.

Chapter 17 Legal Administrator (MOS 550A)

17-1. Description

a. Legal administrators manage administrative aspects of the delivery of total legal services to the Department of the Army and its members. They provide technical advice and assistance to judge advocates, DA civilian attorneys, commanders and staff, and enlisted and civilian legal support personnel in all areas of legal administration.

b. Legal administrators must have substantial knowledge and formal military or civilian equivalent education and/or experience in military administrative and legal procedures. They must be highly motivated, possess tact, initiative, and mature judgment. They must be able to communicate clearly, both orally and in writing. They manage administrative aspects of the delivery of total legal services to the Department of the Army and its members. They are the chief of administration in an Army legal office or activity, primarily at a headquarters exercising general court-martial jurisdiction or a major

command. They manage subordinate personnel, facilities, and equipment required to support legal services provided at various organizational levels.

17-2. Legal Administrator Military Occupational Specialties

- a. Manage the overall military and civilian administrative functions of Army Legal Offices.
- b. Manage the Staff Judge Advocate Information Management functions and equipment.
- c. Direct the training of personnel in the operation of computers, peripherals, and all off-line equipment.
- d. Are the Chief Paralegal Administrators for Administrative Law, Claims, Criminal Law, Legal Assistance, International Law, Operation Law, and administrative support services in either the Staff Judge Advocate Office of a headquarters exercising general court-martial jurisdiction or in the office of the Staff Judge Advocate of a major command?
- e. Develop and prepare reports pertaining to manpower staffing and utilization programs, manpower survey documents, and organization studies for legal services systems.
- f. Develop fiscal requirements, execute program budget guidance, and authenticate funding obligations.
- g. Manage Army Law Libraries.
- h. Authenticate legal and administrative documents.
- i. Review and write technical correspondence and reports.
- j. Provide legal officers, commanders and staff, senior noncommissioned officers, and subordinate legal elements with procedural guidance and technical assistance.
- k. Ensure technical requirements are complied with during the preparation of legal and administrative documents.
- l. Perform legal research, draft documents, and prepare memoranda.
- m. Coordinate legal ADP communications in a tactical environment.
- n. Manage Internal Control Programs.
- o. Serve as Summary Courts-Martial Officers.

17-3. MOS 550A Active Component (AC) Professional Development

- a. WO1 and CW2 Legal Administrators—
 - (1) Must successfully complete the Legal Administrator Warrant Officer Basic Course.
 - (2) Should complete prerequisite studies for the Warrant Officer Advanced Course.
 - (3) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a Training and Doctrine Command (TRADOC) installation.
- b. CW3 Legal Administrators—
 - (1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a major Army command (MACOM) or at a Forces Command (FORSCOM) installation.
- c. CW4 Legal Administrators—
 - (1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.
 - (2) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a major Army command (MACOM) or at a Forces Command (FORSCOM) installation.
- d. CW5 Legal Administrators—
 - (1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.
 - (2) Should be assigned to the most senior supervisory, advisory and staff positions in the Office of the Judge Advocate General, the U.S. Army Legal Services Agency, or the Office of the Judge Advocate, U.S. Army Europe and Seventh Army.

17-4. MOS 550A Reserve Component (RC) Professional Development

- a. WO1 and CW2 Legal Administrators—
 - (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should complete prerequisite studies for the Warrant Officer Advanced Course.
 - (3) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a Training and Doctrine Command (TRADOC) installation.
- b. CW3 Legal Administrators—
 - (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a major Army command (MACOM) or at a Forces Command (FORSCOM) installation.
- c. CW4 Legal Administrators—
 - (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should be assigned as a Legal Administrator to the Office of the Staff Judge Advocate at a major Army command (MACOM) or at a Forces Command (FORSCOM) installation.
- d. CW5 Legal Administrators—
 - (1) Must complete the military education requirements outlined in chapter 7.
 - (2) Should be assigned to the most senior supervisory, advisory and staff positions in the Office of the Judge Advocate General or the U.S. Army Legal Services Agency.

Chapter 18 Veterinary Services Technician (MOS 640A)

18-1. Description

a. The Veterinary Corps (VC) is a special branch of the Army organized under the Army Medical Department (AMEDD) that serves as the DOD executive agent for worldwide military veterinary services. It is composed of commissioned officers that are graduates of schools of veterinary medicine accredited by the Council of Education of the American Veterinary Medical Association and warrant officers possessing MOS 640A. The Veterinary Corps encompasses those positions in which the knowledge and skills required and the services performed are associated with the prevention of human illness from food or animal sources, the wholesomeness and quality of subsistence, the health and welfare of animals, and experimental and comparative biomedical research involving animals.

b. The skills and knowledge required to qualify for this specialty include the disciplines of food safety, sanitation, food science and technology, and quality engineering. Warrant officers possessing MOS 640A provide the technical expertise and continuity necessary to ensure the safety and quality of operational rations procured for DOD, wholesale troop issue stocks procured for the Defense Logistics Agency, service-owned stocks procured to support Army, Navy, Marine Corps garrison and operational troop feeding requirements, food procured for the Defense Commissary Agency, and food procured for Army, Navy, and Marine Corps Exchange Service and Morale Welfare and Recreation (MWR) Fund activities.

18-2. Veterinary Corps Military Occupational Specialties

- a. Manage and direct military food safety and quality assurance programs under the guidance and supervision of the senior Veterinary Corps Officer (VCO).
- b. Conduct sanitary inspections and determine sanitary compliance ratings of civilian and government facilities that produce, process, prepare, manufacture, store, or otherwise handle subsistence.
- c. Provide technical advice concerning food safety and quality assurance issues to military acquisition, supply, and retail activities.

- d. Identify and provide technical information concerning microbiological, chemical, and physical deterioration of subsistence.
- e. Interface with DOD, Federal, State, local, and host nation inspection authorities and regulatory health agencies concerning food safety and quality assurance matters.
- f. Observe, record, and report on subsistence problems that may have public health significance.
- g. Interview patients and collect data on food-borne disease of public health significance to assist epidemiological investigations.
- h. Conduct food safety and quality assurance training to support local unit mission requirements.
- i. Coordinate animal emergency care, zoonotic disease prevention, rabies control, and stray animal control programs.
- j. Manage the veterinary nonappropriated fund.
- k. Supervise food safety and quality assurance programs in tactical environments at the Division/Corps level to include both the slaughter and processing of food animals during emergencies and the procurement of food stocks from foreign establishments.
- l. Serve as technical consultants for food acquisition, inspection, storage, and distribution at all echelons.
- m. Provide guidance and technical advice concerning Statistical Process Control (SPC), Systems Auditing, Total Quality Management (TQM), and other quality engineering programs at all echelons.

18-3. MOS 640A Active Component (AC) Professional Development

- a. WO1 and CW2 Veterinary Services Technicians—
 - (1) Must successfully complete the Veterinary Services Warrant Officer Basic Course.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should complete prerequisite studies for the Warrant Officer Advanced Course.
 - (4) Should serve as a Veterinary Services Technician in charge of food inspection operations at the Branch or Section level within a U.S. Army Medical Department Activity (MEDDAC) or U.S. Army Medical Center (MEDCEN).
- b. CW3 Veterinary Services Technicians—
 - (1) Should complete the Army Medical Department (AMEDD) Officer Advanced Course upon selection for promotion to CW3.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
 - (3) Should serve as a Senior Veterinary Services Technician at TO&E/TDA units, as a Senior Quality Assurance Technician at a Defense Logistics Agency Depot, or as a Food Technologist at the Natick Research & Development Center.
- c. CW4 Veterinary Services Technicians—
 - (1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.
 - (2) Should serve as the Command Veterinary Services Technician at TO&E/TDA units or as a Quality Engineer at either the Defense Personnel Support Center or a Major Medical Command.
- d. CW5 Veterinary services Technicians—
 - (1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.
 - (2) Should serve as the Master Veterinary Services Technician at either the AMEDD Center and School or at a Major Medical Command.

18-4. MOS 640A Reserve Component (RC) Professional Development

- a. WO1 and CW2 Veterinary Services Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should serve as the Veterinary Services Technician at a Large Medical Detachment.
- b. CW3 Veterinary Services Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.

- (1) Must successfully complete the military education requirements outlined in chapter 7.
- (2) Should complete a baccalaureate degree before eligibility for selection to CW4.
- (3) Should serve as the senior Veterinary Services Technician at a Large Medical Detachment.
- c. CW4 Veterinary Services Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve as the Command Veterinary Service Technician at a Veterinary Service Headquarters Medical Detachment.
- d. CW5 Veterinary services Technicians—
 - (1) Must successfully complete the military education requirements outlined in chapter 7.
 - (2) Should serve in the most senior supervisory, advisory, or staff Veterinary Service Technician position at a Veterinary Service Headquarters Medical Detachment.

Chapter 19 Health Services Maintenance Technician (MOS 670A)

19-1. Description

Health Services Maintenance Technicians serve as the only specialty trained maintenance officers in the Army Medical Department. They manage the maintenance requirements of both fixed and field medical facilities, supervise the technical and tactical performance of varied maintainer MOSs, and participate in the process of procuring medical equipment. Health Services Maintenance Technicians serve as technical consultants to hospital staff members in the areas of equipment procurement and maintenance.

19-2. Health Services Maintenance Technician Military Occupational Specialties

- a. Manage, coordinate, and direct the equipment maintenance programs at TO&E and TDA facilities to include supervising repair parts programs, service contracts, and equipment evacuation.
- b. Supervise and provide technical guidance to both military and civilian technicians.
- c. Evaluate the maintenance posture of medical facilities.
- d. Advise the commander on equipment procurement and maintenance procedures, the training status of personnel, and the readiness posture of equipment.
- e. Supervise the training of equipment operators on the proper methods and frequency of operator Preventative Maintenance Checks and Services (PMCS).
- f. Maintain automated or manual maintenance management systems for recording equipment maintenance actions.
- g. Serve as Health Facility construction and maintenance staff officers.

19-3. MOS 670A Active Component (AC) Professional Development

- a. WO1 and CW2 Health Services Maintenance Technicians—
 - (1) Must successfully complete the Health Services Maintenance Warrant Officer Basic Course.
 - (2) Should complete an associates degree before eligibility for selection to CW3.
 - (3) Should complete prerequisite studies for the Warrant Officer Advanced Course.
 - (4) Should serve as the Chief of Maintenance in a U.S. Army Medical Department activity, a maintenance officer in a TO&E hospital unit or a maintenance staff officer at the U.S. Army Medical Materiel Agency.
- b. CW3 Health Services Maintenance Technicians—
 - (1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.
 - (2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Chief of Maintenance in a large TDA Medical Department activity or as a branch chief at the U.S. Army Medical Materiel Agency.

c. CW4 Health Services Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as a Medical Logistics Battalion Maintenance Officer, as Chief of Medical Maintenance at a Medical Command Regional Medical Center, as the Chief of the Army Medical Department National Maintenance Point on the staff of the U.S. Army Medical Materiel Agency, or as a Section Chief and instructor at the U.S. Army Medical Equipment and Optical School.

d. CW5 Health Services Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve as consultant to the Office of the Surgeon General for health services maintenance matters, as the Chief of Maintenance at Medical Command, or as the Chief of the Medical Equipment Repair Branch at the U.S. Army Medical Equipment and Optical School.

19-4. MOS 670A Reserve Component (RC) Professional Development

a. WO1 and CW2 Health Services Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as an equipment maintenance officer in a TO&E hospital unit.

b. CW3 Health Services Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as a senior equipment maintenance officer.

c. CW4 Health Services Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in a senior supervisory, advisory, or staff position.

d. CW5 Health Services Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 20

Marine Operations Technician (MOS 880A, 881A)

20-1. Description

The Transportation Corps consists of officers and enlisted personnel responsible for the worldwide movement of units, personnel, equipment, and supplies. This responsibility involves all modes of transportation both in peace and war. Warrant officers of the Transportation Corps manage the operation and maintenance of U.S. Army watercraft in both tactical and peacetime environments. Marine Operations Technicians support Army missions by planning, coordinating, and directing Army watercraft during ocean, logistics over-the-shore (LOTS), coastal, harbor and inland waters (CHI) missions worldwide. A significant portion of watercraft assets reside in the Reserve Components.

20-2. Marine Operations Technician Military Occupational Specialties

a. Marine Deck Officers (MOS 880A)—

(1) Command and operate Army watercraft and watercraft units.

(2) Perform navigation, cargo officer, and/or deck watch officer duties onboard Army watercraft.

(3) Perform Army Harbormaster and/or port operations officer duties.

(4) Perform staff officer duties as marine operations officer at all echelons.

b. Marine Engineering Officers (MOS 881A)—

(1) Command watercraft maintenance detachments.

(2) Perform Chief engineer and maintenance officer onboard Army watercraft.

(3) Perform staff officer duties as marine maintenance officer at all echelons.

20-3. MOS 880A Active Component (AC) Professional Development

a. WO1 and CW2 Marine Deck Officers—

(1) Must successfully complete the Marine Deck Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should complete qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(5) Should serve as a marine deck officer onboard a class A2 vessel.

(6) Should serve as a ship's master onboard a class A1 vessel.

b. CW3 Marine Deck Officers—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should maintain qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(4) Should serve as a ship's master onboard a class A2 vessel or a first mate onboard a Logistics Support Vessel (LSV).

c. CW4 Marine Deck Officers—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(3) Should serve as Commander of a Vessel Detachment.

d. CW5 Marine Deck Officers—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(3) Should serve in the most senior supervisory, advisory, and staff positions.

20-4. MOS 881 Active Component (AC) Professional Development

a. WO1 and CW2 Marine Engineering Officers—

(1) Must successfully complete the Marine Engineering Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should complete qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(5) Should serve as a marine engineering officer onboard a class A2 vessel.

(6) Should serve as a Chief Engineer onboard a class A1 vessel.

b. CW3 Marine Engineering Officers—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should maintain qualification requirements for A2 Certification as outlined in AR 56-9, chapter 5.

(4) Should serve as a Chief Engineer onboard a class A2 vessel or an assistant engineer onboard an LSV.

c. CW4 Marine Engineering Officers—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve as Chief Engineer onboard an LSV, as Commander of a Watercraft Maintenance Detachment, or as an engineering maintenance officer at battalion or higher level.

d. CW5 Marine Engineering Officers—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve in the most senior supervisory, advisory, and staff positions.

20–5. MOS 880A Reserve Component (RC) Professional Development

a. WO1 and CW2 Marine Deck Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(4) Should serve as a marine deck officer onboard a class A2 vessel.

(5) Should serve as a ship's master onboard a class A1 vessel.

b. CW3 Marine Deck Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(4) Should serve in a valid position onboard a class A2 vessel.

c. CW4 Marine Deck Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve in a valid position onboard a class A2 vessel.

d. CW5 Marine Deck Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve in the most senior supervisory, advisory, and staff positions.

20–6. MOS 881 Reserve Component (RC) Professional Development

a. WO1 and CW2 Marine Engineering Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(4) Should serve as a marine engineering officer onboard a class A2 vessel.

(5) Should serve as a Chief Engineer onboard a class A1 vessel.

b. CW3 Marine Engineering Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(4) Should serve in a valid position onboard a class A2 vessel.

c. CW4 Marine Engineering Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve in a valid position onboard a class A2 vessel.

d. CW5 Marine Engineering Officers—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should maintain qualification requirements for A2 Certification as outlined in AR 56–9, chapter 5.

(3) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 21

Ordnance Corps Technician (MOS 910, 912, 913, 914, 915, 916, 917, 918, 919)

21–1. Description

a. The mission of the Ordnance Corps is to support the development, production, acquisition and sustainment of weapons systems, ammunition, missiles, electronics and ground mobility materiel during peace and war to provide combat power for the U.S. Army. This process encompasses materiel life cycle management functions in three primary areas: tank and automotive, munitions, and missile and electronics. Also, the Ordnance Corps provides Explosive Ordnance Disposal (EOD) support for the U.S. Army and other U.S. Government agencies.

b. Ordnance Warrant Officers play a major part in the 'ARM AND FIX THE FORCE' mission. As they progress through a variety of worldwide assignments with combat, combat support, and combat service support units, each MOS offers a wide diversity of experience. There are also numerous TDA requirements for instructors, system developers, and Branch or MOS immaterial assignments that are consistent with the individual's training, education, and experience.

21–2. Ordnance Warrant Officer Military Occupational Specialties

a. Ammunition Technicians (MOS 910A) manage, supervise, and coordinate the receipt, storage, issue, surveillance testing, maintenance, modification, destruction and demilitarization of conventional ammunition, missile explosive components, and nonnuclear explosive items. They investigate and analyze conventional ammunition accidents, failures, and malfunctions.

b. Land Combat Missile Systems Technicians (MOS 912A) manage, supervise, and coordinate MLRS, TOW, TOW2, and Dragon missile, guidance and targeting systems maintenance activities by applying the principles of digital switching theory, logic, computer, and infrared technology.

c. Armament Repair Technicians (MOS 913A) manage, supervise, and coordinate the direct and general support maintenance of small arms, forward field artillery pieces, and armor weapon systems to include tank turret, electronic, electrical, hydraulic, fire control, and instrument systems repair.

d. Allied Trades Technicians (MOS 914A) manage, supervise, and coordinate direct and general support repair shop maintenance activities. They oversee the fabrication and repair of parts, auto body repairs, vehicle painting, radiator repairs, auto glass replacement, canvas repairs, and woodwork shop operations. Also, they direct ground vehicle recovery operations and are responsible for the organizational employment and maintenance of tracked- and wheeled-vehicle recovery equipment.

e. Unit Maintenance Technicians—Light (MOS 915A) manage, supervise, and coordinate the unit maintenance of wheeled- and tracked-vehicles (except Bradley) to include self-propelled artillery

systems. Upon promotion to CW3, Unit Maintenance Technicians—Light are accessed into either MOS 915D (Unit Maintenance Technician—Heavy) or MOS 915E (Support Maintenance Technician).

f. Unit Maintenance Technicians—Heavy (MOS 915D) manage, supervise, and coordinate the organizational maintenance of heavy wheeled- and tracked-vehicles to include M1 series Abrams Tank systems and M2 and M3 series Bradley fighting vehicles. Warrant officers with this MOS are accessed at the grade of CW3 from MOS 915A. Upon selection to the grade of CW5, warrant officers with this MOS are accessed into MOS 915E.

g. Support Maintenance Technicians (MOS 915E) manage, supervise, and coordinate the maintenance and repair of weapons systems and subsystems above the level of unit maintenance. Warrant officers with this MOS are accessed at the grade of CW3 from MOS 915A or at the grade of CW5 from MOS 915D.

h. High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians (MOS 916A) manage, supervise, and coordinate HIMAD missile, guidance, and targeting systems maintenance activities by applying the principles of digital switching theory, logic, computer, and infrared technology.

i. Maneuver Forces Air Defense (MFAD) Systems Technicians (MOS 917A) manage, supervise, and coordinate MFAD systems maintenance activities by applying the principles of digital switching theory, logic, computer and infrared technology.

j. Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians (MOS 918A) manage, supervise, and coordinate the calibration and repair of test measurement equipment, instruments, gauges, and accessories to ensure conformance to specified standards.

k. Electronic Systems Maintenance Technicians (MOS 918B) manage, supervise, and coordinate the installation, operation, repair, maintenance, and modification of radio, radar, computer, electronic data processing, television, navigation, avionics, communications, and cryptographic equipment.

l. Engineer Equipment Repair Technicians (MOS 919A) manage, supervise, and coordinate the organizational, direct, and general support maintenance activities for engineer equipment. They oversee the repair of power generating, earthmoving, earthshaping, earthcompacting, earthlifting, earthloading, quarrying, rock crushing, road surfacing, water purification, water distributing, refrigerating, air conditioning, water gap crossing, POL transferring and engineering electronic equipment.

21–3. MOS 910A Active Component (AC) Professional Development

a. WO1 and CW2 Ammunition Technicians—

(1) Must successfully complete the Ammunition Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the Ordnance Ammunition Technician in a Direct or General Support Ordnance Company, or in the Class V Supply Section of a Divisional MMC (Materiel Management Center) or Forward Support Battalion.

b. CW3 Ammunition Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Class V Supply Section of a Divisional Main Support Battalion.

c. CW4 Ammunition Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in the Division Ammunition Office of a Divisional MMC or in the Materiel Section of the HHC (Headquarters and Headquarters Company) in a Corps Support Command.

d. CW5 Ammunition Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–4. MOS 912A Active Component (AC) Professional Development

a. WO1 and CW2 Land Combat Missile Systems Technicians—

(1) Must successfully complete the Land Combat Missile Systems Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the Maintenance Technician in an Ordnance Missile Support Company, as the Missile Repair Section supervisor in a Forward Support Battalion, or as the Maintenance Technician in an Electronic Maintenance Company.

b. CW3 Land Combat Missile Systems Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Maintenance Technician in an Ordnance Missile Support Company, an Electronic Maintenance Company, a Divisional Main Support Battalion, or an Armored Cavalry Regiment Maintenance Troop.

c. CW4 Land Combat Missile Systems Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in the Missile Munitions Maintenance Branch of the MMC at the TAACOM (Theater Army Area Command) or COSCOM (Corps Support Command) level, or as a Missile Maintenance Technician at either the Missile Munitions Center and School or the Combined Armed Services Command (CASCOM).

d. CW5 Land Combat Missile Systems Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–5. MOS 913A Active Component (AC) Professional Development

a. WO1 and CW2 Armament Repair Technicians—

(1) Must successfully complete the Armament Repair Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in the Armament Maintenance Section of a Forward Support Battalion.

b. CW3 Armament Repair Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Materiel Section of a COSCOM Headquarters or as the Armament Maintenance Technician in a General Support Maintenance Company.

c. CW4 Armament Repair Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the Armament Maintenance Technician in a General Support Maintenance Company or in the Heavy Equipment Maintenance Company of a Main Support Battalion.

d. CW5 Armament Repair Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21-6. MOS 914A Active Component (AC) Professional Development

a. WO1 and CW2 Allied Trades Technicians—

(1) Must successfully complete the Allied Trades Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the supervisor of the Service and Recovery Section of a Direct Support Maintenance Company.

b. CW3 Allied Trades Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the supervisor of the Service and Recovery Section of a Direct or General Support Maintenance Company.

c. CW4 Allied Trades Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the supervisor of the Service and Recovery Section of a General Support Maintenance Company.

d. CW5 Allied Trades Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21-7. MOS 915A Active Component (AC) Professional Development

a. WO1 and CW2 Unit Maintenance Technicians—Light—

(1) Must successfully complete the Unit Maintenance (Light) Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the maintenance technician of a unit with an organizational maintenance facility for wheeled and light-tracked vehicles.

b. Upon selection to CW3, Unit Maintenance Technicians—Light progress into either MOS 915D (Unit Maintenance Technician—Heavy) or MOS 915E (Support Maintenance Technician).

21-8. MOS 915D Active Component (AC) Professional Development

a. Unit Maintenance Technicians—Heavy—MOS 915D is accessed from MOS 915A at the grade of CW3.

b. CW3 Unit Maintenance Technicians—Heavy—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Maintenance Technician of an Infantry Battalion, Armor Battalion, or Cavalry Squadron.

c. CW4 Unit Maintenance Technicians—Heavy—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the Maintenance Technician of an Infantry Battalion, Armor Battalion, or Cavalry Squadron. The most senior MOS 915D warrant officers may serve on Divisional Maintenance Assistance and Instruction Team (MAIT) and in Army service school positions coded for MOS 915D.

d. Upon selection to the grade of CW5, warrant officers with this MOS are accessed into MOS 915E.

21-9. MOS 915E Active Component (AC) Professional Development

a. Support Maintenance Technicians—MOS 915E is accessed from MOS 915A at the grade of CW3 and MOS 915D at the grade of CW5.

b. CW3 Support Maintenance Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the supervisor of a Direct Support Maintenance Section in an Engineer Battalion or as a staff/support maintenance technician in a battalion or higher level organization.

c. CW4 Support Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the supervisor of a Direct Support Maintenance Section in an Engineer Battalion or as a staff/support maintenance technician in a battalion or higher level organization.

d. CW5 Support Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21-10. MOS 916A Active Component (AC) Professional Development

a. WO1 and CW2 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Must successfully complete the HIMAD Systems Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in a HAWK Direct Support Maintenance Company, or as a Patriot Direct Support Maintenance Technician on an Ordnance or Patriot Missile IDS (Intermediate Direct Support) Team.

b. CW3 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Quality Control Section of a HAWK Direct or General Support Maintenance Company, or as a Patriot Direct or General Support Maintenance Technician in an ADA (Air Defense Artillery) Brigade or Patriot Brigade Support element.

c. CW4 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in the Quality Control Section of a HAWK Direct or General Support Maintenance Company, as a Patriot Direct or General Support Maintenance Technician in an ADA Brigade or Patriot Brigade Support element, or in a senior supervisory, advisory, or staff position.

d. CW5 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21-11. MOS 917A Active Component (AC) Professional Development

a. WO1 and CW2 Maneuver Forces Air Defense (MFAD) Systems Technicians—

(1) Must successfully complete the MFAD Systems Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in a Division or Corps level Missile Support Company.

b. CW3 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in either the QA/QC (Quality Assurance/Quality Control) Section or the CHAPPARAL/VULCAN/FAAR Maintenance Section of an Ordnance Maintenance and Supply Company.

c. CW4 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in the Materiel Section of an Ordnance Battalion or in the CHAPPARAL/VULCAN/FAAR Maintenance Section of an Ordnance Maintenance and Supply Company.

d. CW5 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–12. MOS 918A Active Component (AC) Professional Development

a. WO1 and CW2 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Must successfully complete the TMDE Maintenance Support Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as the Detachment Commander of an ATST (Area TMDE Support Team) assigned to the USA TMDE Support Activities or as the supervisor of an Area Calibration Laboratory.

b. CW3 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Detachment Commander of an ATST assigned to the USA TMDE Support Activities, the Operations Section support technician in a Corps Support Maintenance Company, or the Maintenance Section support technician in a Corps Support Maintenance Company.

c. CW4 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the TMDE support technician in the Logistics Support Branch of the USA TMDE Support Activity or as supervisor of the Quality Assurance Section of a Corps Support Maintenance Company (TMDE).

d. CW5 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–13. MOS 918B Active Component (AC) Professional Development

a. WO1 and CW2 Electronic Systems Maintenance Technicians—

(1) Must successfully complete the Electronic Systems Maintenance Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in a Signal Battalion or in a Combat Service Support unit supporting either divisional or nondivisional units.

b. CW3 Electronic Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Signal Battalion, a Combat Service Support Unit, or a Logistics Management Division.

c. CW4 Electronic Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in senior supervisory, advisory, and staff positions.

d. CW5 Electronic Systems Maintenance Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–14. MOS 919A Active Component (AC) Professional Development

a. WO1 and CW2 Engineer Equipment Repair Technicians—

(1) Must successfully complete the Engineer Equipment Repair Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve in the Maintenance Section of the HHC Company of an Engineer Battalion (Combat Heavy).

b. CW3 Engineer Equipment Repair Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Heavy Equipment Repair Section of a General Support Maintenance Company, the Maintenance Section of an Engineer Company or Battalion, or the Ground Support equipment Repair section of a Direct Support Maintenance Company.

c. CW4 Engineer Equipment Repair Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve in the Maintenance Support Section at the Brigade, Corps, or Theater level.

d. CW5 Engineer Equipment Repair Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–15. MOS 910A Reserve Component (RC) Professional Development

a. WO1 and CW2 Ammunition Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the Ordnance Ammunition Technician in a Direct or General Support Ordnance Company, or in the Class V

Supply Section of a Divisional MMC (Materiel Management Center) or Forward Support Battalion.

b. CW3 Ammunition Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Class V Supply Section of a Divisional Main Support Battalion.

c. CW4 Ammunition Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the Division Ammunition Office of a Divisional MMC or in the Materiel Section of the HHC (Headquarters and Headquarters Company) in a Corps Support Command.

d. CW5 Ammunition Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–16. MOS 912A Reserve Component (RC) Professional Development

a. WO1 and CW2 Land Combat Missile Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the Maintenance Technician in an Ordnance Missile Support Company, as the Missile Repair Section supervisor in a Forward Support Battalion, or as the Maintenance Technician in an Electronic Maintenance Company.

b. CW3 Land Combat Missile Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Maintenance Technician in an Ordnance Missile Support Company, an Electronic Maintenance Company, a Divisional Main Support Battalion, or an Armored Cavalry Regiment Maintenance Troop.

c. CW4 Land Combat Missile Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the Missile Munitions Maintenance Branch of the MMC at a TAACOM (Theater Army Area Command) or COSCOM (Corps Support Command).

d. CW5 Land Combat Missile Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–17. MOS 913A Reserve Component (RC) Professional Development

a. WO1 and CW2 Armament Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in the Armament Maintenance Section of a Forward Support Battalion.

b. CW3 Armament Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Materiel Section of a COSCOM Headquarters or as the Armament Maintenance Technician in a General Support Maintenance Company.

c. CW4 Armament Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the Armament Maintenance Technician in a General Support Maintenance Company or in the Heavy Equipment Maintenance Company of a Main Support Battalion.

d. CW5 Armament Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–18. MOS 914A Reserve Component (RC) Professional Development

a. WO1 and CW2 Allied Trades Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the supervisor of the Service and Recovery Section of a Direct Support Maintenance Company.

b. CW3 Allied Trades Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the supervisor of the Service and Recovery Section of a Direct or General Support Maintenance Company.

c. CW4 Allied Trades Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the supervisor of the Service and Recovery Section of a General Support Maintenance Company.

d. CW5 Allied Trades Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–19. MOS 915A Reserve Component (RC) Professional Development

a. WO1 and CW2 Unit Maintenance Technicians—Light—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the maintenance technician of a unit with an organizational maintenance facility for wheeled and light tracked vehicles.

b. Upon selection to CW3, Unit Maintenance Technicians—Light progress into either MOS 915D (Unit Maintenance Technician—Heavy) or MOS 915E (Support Maintenance Technician).

21–20. MOS 915D Reserve Component (RC) Professional Development

a. WO1 and CW2 Unit Maintenance Technicians—Heavy—MOS 915D is accessed from MOS 915A at the grade of CW3.

b. CW3 Unit Maintenance Technicians—Heavy—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Maintenance Technician of an Infantry Battalion, Armor Battalion, or Cavalry Squadron.

c. CW4 Unit Maintenance Technicians—Heavy—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the Maintenance Technician of an Infantry Battalion, Armor Battalion, or Cavalry Squadron. The most senior 915D warrant officers may serve on Divisional Maintenance Assistance and Instruction Team (MAIT).

(3) Upon selection to the grade of CW5, warrant officers with this MOS are accessed into MOS 915E.

21–21. MOS 915E Reserve Component (RC) Professional Development

a. WO1 and CW2 Support Maintenance Technicians—MOS 915E is accessed from MOS 915A at the grade of CW3 and MOS 915D at the grade of CW5.

b. CW3 Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the supervisor of a Direct Support Maintenance Section in an Engineer Battalion or as a staff/support maintenance technician in a battalion or higher level organization.

c. CW4 Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the supervisor of a Direct Support Maintenance Section in an Engineer Battalion or as a staff/support maintenance technician in a battalion or higher level organization.

d. CW5 Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–22. MOS 916A Reserve Component (RC) Professional Development

a. WO1 and CW2 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in a HAWK Direct Support Maintenance Company, or as a Patriot Direct Support Maintenance Technician on an Ordnance or Patriot Missile IDS (Intermediate Direct Support) Team.

b. CW3 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Quality Control Section of a HAWK Direct or General Support Maintenance Company, or as a Patriot Direct or General Support Maintenance Technician in an ADA (Air Defense Artillery) Brigade or Patriot Brigade Support element.

c. CW4 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the Quality Control Section of a HAWK Direct or General Support Maintenance Company, as a Patriot Direct or General Support Maintenance Technician in an ADA Brigade or Patriot Brigade Support element, or in a senior supervisory, advisory, or staff position.

d. CW5 High to Medium Altitude Air Defense (HIMAD) Direct Support/General Support Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–23. MOS 917A Reserve Component (RC) Professional Development

a. WO1 and CW2 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in a Division or Corps level Missile Support Company.

b. CW3 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in either the QA/QC (Quality Assurance/Quality Control) Section or the CHAPPARAL/VULCAN/FAAR Maintenance Section of an Ordnance Maintenance and Supply Company.

c. CW4 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the Materiel Section of an Ordnance Battalion or in the CHAPPARAL/VULCAN/FAAR Maintenance Section of an Ordnance Maintenance and Supply Company.

d. CW5 Maneuver Forces Air Defense Systems (MFADS) Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–24. MOS 918A Reserve Component (RC) Professional Development

a. WO1 and CW2 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as the Detachment Commander of an ATST (Area TMDE Support Team) assigned to the USA TMDE Support Activities or as the supervisor of an Area Calibration Laboratory.

b. CW3 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Detachment Commander of an ATST assigned to the USA TMDE Support Activities, the Operations Section support technician in a Corps Support Maintenance Company, or the Maintenance Section support technician in a Corps Support Maintenance Company.

c. CW4 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as supervisor of the Quality Assurance Section of a Corps Support Maintenance Company (TMDE).

d. CW5 Test Measurement and Diagnostic Equipment (TMDE) Maintenance Support Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–25. MOS 918B Reserve Component (RC) Professional Development

a. WO1 and CW2 Electronic Systems Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in a Signal Battalion or in a Combat Service Support unit supporting either divisional or nondivisional units.

b. CW3 Electronic Systems Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in a Signal Battalion, a Combat Service Support Unit, or a Logistics Management Division.

c. CW4 Electronic Systems Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in senior supervisory, advisory, and staff positions.

d. CW5 Electronic Systems Maintenance Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

21–26. MOS 919A Reserve Component (RC) Professional Development

a. WO1 and CW2 Engineer Equipment Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve in the Maintenance Section of the HHC Company of an Engineer Battalion (Combat Heavy).

b. CW3 Engineer Equipment Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve in the Heavy Equipment Repair Section of a General Support Maintenance Company, the Maintenance Section of an Engineer Company or Battalion, or the Ground Support equipment Repair section of a Direct Support Maintenance Company.

c. CW4 Engineer Equipment Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the Maintenance Support Section at the Brigade, Corps, or Theater level.

d. CW5 Engineer Equipment Repair Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, and staff positions.

Chapter 22 Quartermaster Warrant Officer (MOS 920, 921, 922)

22–1. Description

The Quartermaster Warrant Officers serve as Combat Service Support (CSS) technicians who manage and maintain the Army's property book accounts/systems, retail supply accounts/systems, airdrop support systems and food service programs. They support the Army at all levels by planning, coordinating, and directing the technical

quartermaster functions and operations associated with their specialty group.

22–2. Quartermaster Warrant Officer Military Occupational Specialties

a. Property Accounting Technicians (MOS 920A)—

(1) Supervise and perform the maintenance of organizational property accountability manually and with automated systems.

(2) Monitor and evaluate subordinate supply operations.

(3) Perform financial inventory accounting.

(4) Provide internal and external training and technical advice to junior Property Accounting Technicians.

(5) Advise commanders on the development and systems management of the Army's property and assets.

(6) Provide technical advice to foreign countries on the development and management of their asset property accounting programs.

b. Supply Systems Technicians (MOS 920B)—

(1) Manage and coordinate the requisition, receipt, storage, and distribution of supplies and equipment at direct, general, or installation supply support activities (SSA's).

(2) Plan stockage level requirements.

(3) Control management of operational float stocks.

(4) Inspect and provide technical guidance to personnel of supported units or activities.

(5) Conduct periodic inventories of stockage supply items, initiate action for disposition of excesses and make recommendations for changes to the authorized list (ASL).

(6) Provide technical advice to foreign countries on the development and management of their supply support systems.

(7) Advise commanders on the development and management of supply support systems.

c. Airdrop Systems Technicians (MOS 921A)—

(1) Manage and supervise the inspection and packing of parachutes and ensure that unserviceable, nonrepairable, and overage parachutes are retired from the inventory.

(2) Supervise airdrop and airdrop equipment maintenance activities.

(3) Instruct and train personnel in airdrop procedures and equipment support techniques.

(4) Advise commanders on all aspects of airdrop activities to include procedures, training, doctrine, force structure, research, development, and requirements.

d. Food Service Technicians (MOS 922A)—

(1) Manage personnel, equipment, and facilities to implement the Army's Food Service Programs.

(2) Advise the commander on matters pertaining to nutrition, food preparation, service, accountability, and sanitation.

(3) Provide technical guidance to subordinate unit dining facilities and field kitchens.

(4) Train military and civilian personnel in food procurement, storage, preparation, and serving procedures.

(5) Coordinate the flow of rations to dining facilities and field kitchens.

(6) Perform inspections of food, equipment, personnel, and facilities.

(7) Provide technical advice to foreign countries on the development and management of their food service programs.

(8) Act as Contracting Officer Representatives (COR) for full food service contracts at dining facilities.

(9) Develop and coordinate dining facility modernization and construction programs.

22–3. MOS 920A Active Component (AC) Professional Development

a. WO1 and CW2 Property Accounting Technicians—

(1) Must successfully complete the Property Accounting Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as a technician or technical manager at a detachment, company, battalion, or as a property book team chief in a DISCOM/MMC.

b. CW3 Property Accounting Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Property Accounting Technician at a brigade, group, regiment, as an Assistant Division Property Book Officer, or as the senior technician in the Reports Branch of a DISCOM/MMC.

c. CW4 Property Accounting Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the Division or Corps Property Book Officer or in a senior supervisory, advisory, or staff position.

d. CW5 Property Accounting Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, or staff positions at division, corps, or post-level major headquarters.

22-4. MOS 920B Active Component (AC) Professional Development

a. WO1 and CW2 Supply Systems Technicians—

(1) Must successfully complete the Supply Systems Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as a technician or technical manager in a forward maintenance company, support battalion, or MMC.

b. CW3 Supply Systems Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Supply Systems Technician in a battalion, brigade, regiment, MMC, or DISCOM.

c. CW4 Supply Systems Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the senior Supply Systems Technician in an Area Support Group, a Corps Support Group, a Division, a COSCOM, a TAACOM, or a MACOM.

d. CW5 Supply Systems Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, or staff positions at division, corps, or post-level major headquarters.

22-5. MOS 921A Active Component (AC) Professional Development

a. WO1 and CW2 Airdrop Systems Technicians—

(1) Must successfully complete the Airdrop Systems Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as a technician or technical manager in a detachment or company.

b. CW3 Airdrop Systems Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Airdrop Systems Technician in a detachment, company, or battalion.

c. CW4 Airdrop Systems Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the senior Airdrop Systems Technician in a Corps or higher-level position.

d. CW5 Airdrop Systems Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, or staff positions at division, corps, or post-level major headquarters.

22-6. MOS 922A Active Component (AC) Professional Development

a. WO1 and CW2 Food Service Technicians—

(1) Must successfully complete the Food Service Warrant Officer Basic Course.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should complete prerequisite studies for the Warrant Officer Advanced Course.

(4) Should serve as an Installation Food Service Officer, an Assistant Division Food Service Officer, or a food services technician in a brigade or group.

b. CW3 Food Service Technicians—

(1) Should complete the Warrant Officer Advanced Course upon selection for promotion to CW3.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Division Food Service Officer or as the Command Food Service Officer for an Area Support Group.

c. CW4 Food Service Technicians—

(1) Should complete the Warrant Officer Staff Course (WOSC) upon selection for promotion to CW4.

(2) Should serve as the senior Food Service Technician in a Corps or MACOM.

d. CW5 Food Service Technicians—

(1) Should complete the Warrant Officer Senior Staff Course (WOSSC) upon selection for promotion to CW5.

(2) Should serve in the most senior supervisory, advisory, or staff positions at division, corps, or post-level major headquarters.

22-7. MOS 920A Reserve Component (RC) Professional Development

a. WO1 and CW2 Property Accounting Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as a technician or technical manager at a detachment, company, battalion, or as a property book team chief in a DISCOM.

b. CW3 Property Accounting Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Property Accounting Technician at a brigade, group, or regiment, as an Assistant Division Property Book Officer, or as the senior technician in the Reports Branch of a DISCOM.

c. CW4 Property Accounting Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the Division or Corps Property Book Officer or in a senior supervisory, advisory, or staff position.

d. CW5 Property Accounting Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, or staff positions.

22-8. MOS 920B Reserve Component (RC) Professional Development

a. WO1 and CW2 Supply Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as a technician or technical manager in a platoon, detachment, company, or forward support battalion.

b. CW3 Supply Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Supply Systems Technician in a battalion, brigade, or regiment.

c. CW4 Supply Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the senior Supply Systems Technician in an Area Support Group, a Corps Support Group, a Division, a COS-COM, a TAACOM, or a MACOM.

d. CW5 Supply Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, or staff positions.

22-9. MOS 921A Reserve Component (RC) Professional Development

a. WO1 and CW2 Airdrop Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as a technician or technical manager in a platoon, detachment, or company.

b. CW3 Airdrop Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the senior Airdrop Systems Technician in a detachment, platoon, company, or battalion.

c. CW4 Airdrop Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the senior Airdrop Systems Technician in a Corps or higher-level position.

d. CW5 Airdrop Systems Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, or staff positions.

22-10. MOS 922A Reserve Component (RC) Professional Development

a. WO1 and CW2 Food Service Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete an associates degree before eligibility for selection to CW3.

(3) Should serve as an Installation Food Service Officer, an Assistant Division Food Service Officer, or a food services technician in a brigade or group.

b. CW3 Food Service Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should complete a baccalaureate degree before eligibility for selection to CW4.

(3) Should serve as the Division Food Service Officer or as the Command Food Service Officer for an Area Support Group.

c. CW4 Food Service Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve as the senior Food Service Technician in a Corps or MACOM.

d. CW5 Food Service Technicians—

(1) Must successfully complete the military education requirements outlined in chapter 7.

(2) Should serve in the most senior supervisory, advisory, or staff positions.

Appendix A References

Section I Required Publications

AR 611-112
Manual of Warrant Officer Military Occupational Specialty

Section II Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand this pamphlet.

AR 56-9
Watercraft

AR 95-37
Army Air Traffic Control General Provisions

AR 135-100
Appointment of Commissioned and Warrant Officers of the Army

AR 135-155
Promotion of Commissioned and Warrant Officers other than General Officers

AR 135-215
Officer periods of Service on Active Duty

AR 135-1
Individual Military Education and Training

AR 600-3
The Army Personnel Proponent System

AR 601-100
Appointment of Commissioned and Warrant Officers in the Regular Army

AR 604-5
Personnel Security Program

AR 611-6
Army Linguist Program

AR 611-18
Selection of Enlisted Volunteers for Training as Aviation Warrant Officers

AR 611-101
Commissioned Officer Specialty Classification

AR 614-100
Assignment, Detail and Transfer of Officers

AR 614-200
Selection of Enlisted Soldiers for Training and Assignment

AR 621-1
Training of Military Personnel at Civilian Institutions

AR 621-5
Army Continuing Education System

AR 621-7
Acceptance of Fellowships, Scholarships or Grants

AR 623-1
Academic Evaluation Reporting System

AR 623-105
Officer Evaluation Reporting System

AR 624-100
Promotion of Officers on Active Duty

AR 635-100
Officer Personnel

DA Pam 351-4
US Army Formal Schools Catalog

DA Pam 351-20
Correspondence Course Catalog

**Section III
Prescribed Forms**
This section contains no entries.

**Section IV
Referenced Forms**
This section contains no entries.

Glossary

Section I Abbreviations

ADL

active duty list

ADP

Advanced Degree Program

AER

Academic Efficiency Report

AERB

Army Educational Requirements Board

AERS

Army Educational Requirements System

AFS

Active Federal Service

AGR

Active Guard Reserve

AMEDD

Army Medical Department

AMO

aviation maintenance officer

AMOC

Aircraft Maintenance Officer Course

AMOS

additionally military occupational specialty

AMT

aviation maintenance technician

ARNGUS

Army National Guard of the United States

ARPERCEN

U.S. Army Reserve Personnel Center

ASI

additional skill identifier

ASL

authorized stockage list

ASO

aviation safety officer

AT

annual training

ATC

air traffic control

AUS

Army of the United States

AWO

aviation warrant officer

BZ

below the zone

CDP

Cooperative Degree Program

CFET

career field entry training

CI

counterintelligence

COMSEC

communications security

CONUS

continental United States

CT

counterterrorism

CWO

Chief Warrant Officer

DCP

Degree Completion Program

DCSPER

Deputy Chief of Staff for Personnel

DLOGS

division logistics system

DOPMA

Defense Officer Personnel Management Act

DOR

date of rank

ELINT

electronic intelligence

ETS

expiration of term of service

FA

field artillery

FESA

Facilities Engineer Support Agency

FORSCOM

Forces Command

FTC

functional career track

HQDA

Headquarters, Department of the Army

ICPT

intermediate career progression training

IDT

inactive duty training

IE

instrument flight examiner

IMA

individual mobilization augmentation

ING

inactive National Guard

INSCOM

United States Army Intelligence and Security Command

IP

instructor pilot

IRR

Individual Ready Reserve

ISD

instructional system development

LDDN

leader development decision network

LDO

leader development office

LDSS

leader development support system

LIC

language identification code

MAAG

Military Assistance Advisory Group

MACOM

major Army Command

ME

maintenance test flight evaluator

MEDCEN

Medical Center

MEDDAC

medical department activity

METL

mission essential task list

MOI

Memorandum of Instruction

MILPO

military personnel offices

M&RM

maintenance and resource management

MMC

Materiel Management Center

MOS

military occupational specialty

MTOE

modification table of organization and equipment

NGB

National Guard Bureau

OBV

obligated voluntary

OCAR

Office of the Chief, Army Reserve

OER officer evaluation report	SKB skills, knowledge, behaviors	WOBC Warrant Officer Basic Course
OFSS Officer Foundation Standards System	SOC Servicemembers Opportunity College	WOCC Warrant Officer Career Center
OMPF official military personnel file	SP Standardization Instructor Pilot	WOCS Warrant Officer Candidate School
OPD officer professional development	SQI special qualification identifier	WOES Warrant Officer Education System
OPMS Officer Personnel Management System	SSB Special Selection Board	WOLDAP Warrant Officer Leader Development Action Plan
ORB Officer Record Brief	TAG The Adjutant General	WOMA Warrant Officer Management Act
OSA operational support airlift	TAMMS The Army Maintenance Management System	WOSC Warrant Officer Staff Course
OTRA other than Regular Army	TAP Tuition Assistance Program	WOSSC Warrant Officer Senior Staff Course
O&T Operations and Training	TDA tables of distribution and allowances	Section II Terms
PA physician's assistant	TDY temporary duty	Active Duty for Training (ADT) Authorized full-time attendance at organized and planned training approved by DA. It is authorized for specialized skill training; flight training; combat crew training; unit conversion, new or displaced equipment training, and new systems training; refresher and proficiency training; officer acquisition training; and professional development and education programs.
PC pilot-in-command	TIG time in grade	Active Duty for Special Work (ADSW) ADSW is the performance of authorized duty for projects supporting ARNG and USAR programs such as, support of annual screening; operation of training activities, centers, and sites; operation of training ships; unit conversion to new weapons systems; study groups; support at training sites and exercises; and, short-term mission and administrative support.
PCS permanent change of station	TMDE test, measurement and diagnostic equipment	Active Guard/Reserve (AGR) Ready Reserve members who are on full-time active duty with USAR/ARNG units or are responsible for Reserve Component command, control, administration, or recruiting. This program is governed by AR 135-18.
PERSCOM U.S. Total Army Personnel Command	TPU troop program unit	Annual Training (AT) A period of active duty for training that is performed annually by units of the USAR/ARNG, including IMA, at encampments, maneuvers, or field exercises or by individuals in an attached status to an Active Component station or organization. The period of training for units is normally 14 days for USAR units and 15 days for ARNG units. The period of training for Reserve members ordered individually to Active Duty training normally will be no less than 12 days, exclusive of travel time.
PLL prescribed load list	TRADOC Training and Doctrine Command	
PMOS primary military occupational specialty	TWI training with industry	
PSYOP psychological operations	TWOS total warrant officer study	
RA Regular Army	USAMMCS United States Army Missile and Munitions Center and School	
RC Reserve Components	USAR United States Army Reserve	
RO requisitioning objective	USA United States Code	
SAILS Standard Army Intermediate Level Supply Subsystem	UTA Unit Training Assembly	
SEMA Special Electronic Mission Aircraft	VI voluntary indefinite	
SIDPERS Standard Installation/Division Personnel System	WO warrant officer	
SIGNIT signals intelligence	WOAC Warrant Officer Advanced Course	

Army National Guard (ARNG)

A part of the organized militia of the several States and Territories, Puerto Rico, and District of Columbia, active and inactive, that is a land force; trained, and has its officers appointed under the Constitution; is organized, armed, and equipped wholly or partly at Federal expense and is federally recognized.

Authorized Strength

The total number of personnel that a unit may have assigned in a paid drill status as prescribed by the Chiefs, Army National Guard and the Army Reserve.

Control Group

An administrative organization established for control and statistical purposes. There are a number of control groups in the USAR that control warrant officers in different status.

Dual Component Member (USAR only)

Individuals serving on active duty as Regular Army warrant officers or enlisted personnel who hold a USAR warrant officer appointment or commission. AR 600-39 contains specific guidance on the career development of Dual Component warrant officers. This program is closed for any new accessions.

Inactive Duty Training (IDT)

Authorized and scheduled training performed by a Reservist not on active duty, annual training, active duty training, or active duty for special work and consisting of regular training periods, assemblies or drills, periods of applicable duty or equivalent training, and additional special duties authorized for Reservists by an authority designated by the Secretary concerned and performed by Reservists with the prescribed organization where they are assigned.

Individual Mobilization Augmentation (IMA)

Detachment (USAR only). A functional, non-troop program unit consisting of a minimum of five individual mobilization augmentees (IMAs) organized to provide appropriate inactive duty training for members thereof in a nonpay status.

Individual Mobilization Augmentees (IMA--USAR only)

Preselected, specially qualified USAR officers filling specific IMA positions. These officers are members of the Selected Reserve and are assigned to the USAR Control Group--IMA.

Major U.S. Army Reserve Command (MUSARC--USAR only)

A major headquarters of the USAR reporting directly to USARC/MACOM. MUSARCs are usually an Army Reserve Command (ARCOM) or separate General Officer Command (GOCOM).

Multiple Unit Training Assemblies (MUTA)

MUTA's consists of two or more periods of

IDT conducted consecutively. No more than two IDT periods may be performed in 1 day.

Nonpay Training Status

The status of an individual member who, with his or her consent, and when authorized by Commander, U.S. Army Reserve Personnel Center (ARPERCEN) and concurrence of unit commander, participates in training for retirement points credit only.

Officer Personnel Management System--USAR (OPMS-USAR)

A centralized personnel management system for all USAR officers who are not on extended active duty status. Both unit and non-unit officers are managed with an overall objective to ensure that there are USAR officers in the right numbers, with the right skills, to meet the Total Army mobilization requirements.

Officer Personnel Management System--ARNG (OPMS-ARNG)

A decentralized personnel management system for all ARNG officers that is a function of the State, Territory, or District of Columbia in which the officer serves. These agencies bear the responsibility for developing warrant officers in adequate numbers, with the right skills, to meet Total Army mobilization requirements.

Personnel Management Officer (PMO)

PMOs are responsible for developing and retaining a professional RC warrant officer corps by providing information concerning relevant educational opportunities and training to each individual officer. Every PMO manages a specific segment of the RC warrant officer population, depending on component, branch, and grade. For USAR warrant officers, PMOs are located at ARPERCEN. For ARNG warrant officers, PMOs are located at the STARC for the States; DARC for the District of Columbia, TARC for the Territories.

Readiness Training (USAR Only)

MOS or functional area skill enhancing training performed in AT/ADT/ADSW status for USAR warrant officers assigned to the IRR. Warrant Officers are attached to an Active Component unit to fill a specific, authorized position. Readiness training is usually conducted at the installation closest to the officer that is capable of providing the required training. The USAR warrant officer can request the preferred date to begin the AT/ADT/ADSW period. Specific assignments are recommended by the individual's personnel management officer (PMO) at ARPERCEN. The officer receives an OER upon completion of each readiness training tour of at least 11 days in duration.

Ready Reserve

Selected Reserve and Individual Ready Reserve members of the USAR who are subject to involuntary order to active duty in time of war or national emergency declared by the

Congress or the President or when otherwise authorized by law.

Reinforcement Training Unit (RTU--USAR Only)

A USAR nontroop program unit, consisting of attached personnel from the Individual Ready Reserve or IMA, organized to provide reserve duty training in a nonpay status for its members. Retirement point credit is authorized.

Selected Reserve

That portion of the Ready Reserve consisting of TPUs and members assigned thereto. This also includes personnel assigned to Individual Mobilization Augmentee positions and AGR. Members of the selected reserve may be activated by Presidential directive, within the limits specified by 10, USC, without a declaration of war or congressional declaration of national emergency.

State Area Command (STARC); District Area Command (DARC); Territorial Area Command (TARC) (ARNG Only)

Headquarters elements containing staff directorates and special staff offices under the auspices of The Adjutant General (TAG).

Temporary Tour of Active Duty (TTAD)

TTAD is voluntary active duty performed by USAR and ARNG soldiers in support of the Active Army. The objective of the TTAD program is to use a soldier's primary or duty skill to accomplish a specified Active Army, OSD, OJCS, joint project, or essential mission. TTAD may not be used to accomplish reserve force mission, support, special project, or staff augmentation. Normally, TTAD tours will be limited to 139 days or less. U.S. Total Army Personnel Command (PERSCOM) is the approval authority for TTAD tours. TTAD is governed by AR 135-210, Chapter 3.

Troop Program Unit (TPU)

A TOE or TDA unit of the USAR/ARNG organized to serve upon mobilization as required in the force structure.

U.S. Army Reserve (USAR)

A Federal force, consisting of individual reinforcements and combat support, combat service support and training type units organized and maintained to provide military training in peacetime and a reservoir of training units and individual reservists to be ordered to active duty in the event of a national emergency.

U.S. Army Reserve Forces (USARF) School

A troop program TDA unit specifically organized for the purpose of presenting Army service school courses and selected military training courses for RC personnel during inactive duty training and active duty training periods.

U.S. Army Reserve Command (ARCOM)

Major subordinate command to the USARC/MACOM that has broad responsibility and authority over the day-to-day function of the Army Reserve.

Section III**Special Abbreviations and Terms**

There are no special terms.

Index

This index is organized alphabetically by topic and subtopic. Topics and subtopics are identified by chapter or paragraph number.

Abbreviations and Terms, Glossary

Active Component Professional Development Guide

Adjutant General Corps Technician, 16-3
Aviation Warrant Officer, 10-3
Corps of Engineers Technician, 12-3
Criminal Investigation Division Special Agent, 14-3
Field Artillery Targeting Technician, 8-3
Health Services Maintenance Technician, 19-3
Legal Administrator, 17-3
Marine Operations Technician, 20-3
Military Intelligence Technician, 15-3
Missile/Air Defense Systems Technician, 9-3
Ordnance Corps Technician, 21-3
Signal Corps Technician, 13-3
Special Forces Warrant Officer, 11-3
Quartermaster Warrant Officer, 22-3
Veterinary Services Technician, 18-3

Branch Description

Adjutant General Corps Technician, 16-1
Aviation Warrant Officer, 10-1
Corps of Engineers Technician, 12-1
Criminal Investigation Division Special Agent, 14-1
Field Artillery Targeting Technician, 8-1
Health Services Maintenance Technician, 19-1
Legal Administrator, 17-1
Marine Operations Technician, 20-1
Military Intelligence Technician, 15-1
Missile/Air Defense Systems Technician, 9-1
Ordnance Corps Technician, 21-1
Signal Corps Technician, 13-1
Special Forces Warrant Officer, 11-1
Quartermaster Warrant Officer, 22-1
Veterinary Services Technician, 18-1

History of the Warrant Officer Corps, 1-5b

Consolidation, 1-5b-3
Expansion, 1-5b-2
Inception, 1-5b-1
Modernization, 1-5b-5
Revitalization, 1-5b-4

Military Occupational Specialties

Adjutant General Corps Technician, 16-2
Aviation Warrant Officer, 10-2
Corps of Engineers Technician, 12-2
Criminal Investigation Division Special Agent, 14-2
Field Artillery Targeting Technician, 8-2
Health Services Maintenance Technician, 19-2
Legal Administrator, 17-2
Marine Operations Technician, 20-2
Military Intelligence Technician, 15-2
Missile/Air Defense Systems Technician, 9-2
Ordnance Corps Technician, 21-2
Signal Corps Technician, 13-2
Special Forces Warrant Officer, 11-2

Quartermaster Warrant Officer, 22-2
Veterinary Services Technician, 18-2

Reserve Component Professional Development Guide

Adjutant General Corps Technician, 16-4
Aviation Warrant Officer, 10-4
Corps of Engineers Technician, 12-4
Criminal Investigation Division Special Agent, 14-4
Field Artillery Targeting Technician, 8-4
Health Services Maintenance Technician, 19-4
Legal Administrator, 17-4
Marine Operations Technician, 20-4
Military Intelligence Technician, 15-4
Missile/Air Defense Systems Technician, 9-4
Ordnance Corps Technician, 21-4
Signal Corps Technician, 13-4
Special Forces Warrant Officer, 11-4
Quartermaster Warrant Officer, 22-4
Veterinary Services Technician, 18-4

Reserve Warrant Officer Career Development and Management

Army National Guard, 7-1
Career management, 7-4
Leader development, 7-3
Special terms, Glossary
United States Army Reserve, 7-1
Warrant Officer Education System (WOES), 7-5
Warrant Officer evaluation system, 7-6
Warrant Officer Leader Development Action Plan (WOLDAP), 7-2
Warrant Officer promotions, 7-7

Total Warrant Officer System (TWOS)

Career development model, 3-5
Career patterns, 3-4
Concept, 3-3
Factors affecting TWOS, 3-2
Individual career management, 3-6
Mission, 3-1

Warrant Officer Education System (WOES)

Civilian education program, 4-9
Education Counseling, 4-6
Education Program, 4-10
Eligibility criteria, 4-12
Functional specialty education, 4-3
Guides for functional specialty development courses, 4-4
Multiple paths to education, 4-2
Nonresident schools, 4-5
Scope, 4-1
Service obligation, 4-8
Tuition assistance, 4-11
Warrant Officer Advanced Course, 4-7
Warrant Officer Advanced Course Prerequisite Studies, 4-7
Warrant Officer Basic Course, 4-7
Warrant Officer Staff Course, 4-7
Warrant Officer Senior Staff Course, 4-7

Warrant Officer Evaluation System

Academic Evaluation Report (AER), 6-2
Officer Evaluation Report (OER), 6-2
Overview, 6-1

Warrant Officer Leader Development

Leader Development Decision Network (LDDN), 2-3

Leader development process, 2-1
Leader Development Support System (LDSS), 2-4
Three pillars of leader development, 2-2
Warrant Officer Leader Development Action Plan (WOLDAP), 2-3
Warrant Officer Management Act (WOMA), 5-3

Warrant Officer Promotion System

Active duty list, 5-4
Below the zone promotions, 5-8
CW5 grade structure, 5-6
Objectives, 5-2
Permanent promotions, 5-5
Promotion flow, 5-7
Promotion process, 5-9
Statutory requisites, 5-3

UNCLASSIFIED

PIN 006994-000

USAPA

ELECTRONIC PUBLISHING SYSTEM
TEXT FORMATTER ... Version 2.64

PIN: 006994-000

DATE: 12-14-99

TIME: 14:04:47

PAGES SET: 56

DATA FILE: e38.fil

DOCUMENT: DA PAM 600-11

DOC STATUS: REVISION